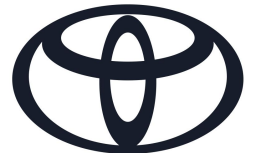


Workforce Action Plan for Toyota

Addressing Skills Shortages and Building Sustainable Performance

Welcome to my presentation on developing a workforce action plan for Toyota, focusing on talent and addressing skills shortages. Today, we will explore HRM strategies aimed at achieving sustainable performance within the organization.

Presented By: Nilima Akther



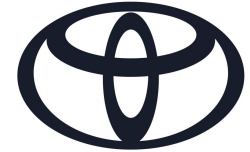
Vision for Toyota's Workforce

- Enhance recruitment processes
- Improve employee engagement and motivation
- Develop internal talent and leadership pipelines
- Create a sustainable and resilient workforce



Our vision for Toyota's workforce encompasses several key objectives: improving recruitment processes, improving employee engagement and motivation, developing internal talent and leadership pipelines, and creating a sustainable and resilient workforce. These goals are essential for maintaining Toyota's competitive edge in the automotive industry.(Toyota, 2023)

Recruitment and Selection Practices



Strengths:

- Streamlined processes through technological integration
- Robust employer brand
- Partnerships with educational institutions

Challenges:

- Limited diversity in technical roles
- Difficulty attracting candidates for advanced technological positions

Toyota's recruitment and selection practices exhibit notable strengths, including streamlined processes through technological integration, a robust employer brand, and established partnerships with educational institutions. (Randstad, July 2023)

1. Reference: Randstad. (05 July 2023). *5 HR trends automotive firms need to follow*. Retrieved from <https://www.randstad.com/workforce-insights/talent-acquisition/5-hr-trends-automotive-firms-need-to-follow/>

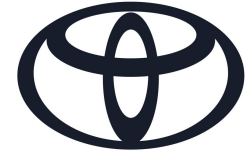
Employee Engagement and Retention

- Increase opportunities for professional growth
- Develop flexible working arrangements
- Enhance reward and recognition programs
- Implement mentorship and skill development initiatives
- Conduct regular employee satisfaction surveys



Implementing mentorship and skill development initiatives, along with conducting regular employee satisfaction surveys, will further support these efforts.(TMI, 2024)

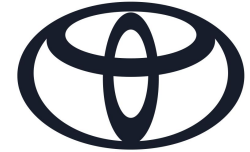
1. Reference: TMI. (2024). *Toyota's Winning Formula for Employee Engagement*. Retrieved from <https://www.tmi.org/blogs/toyotas-winning-formula-for-employee-engagement>



External Influences on HRM Practices

- Technological advancements in manufacturing
- Geopolitical changes affecting skilled migration
- Evolving employee expectations regarding work-life balance

Several external factors impact HRM practices at Toyota, including technological advancements in manufacturing, geopolitical changes affecting skilled migration, and evolving employee expectations regarding work-life balance. To address these challenges, implementing reskilling programs and partnering with technical institutions to nurture future talent are viable solutions.(TurboHire, may 2024)



Internal HRM Practices

Decentralized HR structure

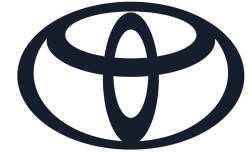
Focus on continuous improvement (Kaizen)

Recommendations:

- Develop centralized tracking systems for skill gaps
- Invest in HR analytics for data-driven decision-making

Toyota's internal HRM practices feature a decentralized HR structure and a focus on continuous improvement, known as Kaizen. To enhance efficiency, we recommend developing centralized tracking systems for identifying skill gaps and increasing investment in HR analytics to inform data-driven decision-making. (Kilpatrick Executive, November 2023)

1. Reference: Kilpatrick Executive. (28 november 2023). *Automotive industry: what is the HR Department's Role*. Retrieved from <https://www.kilpatrickexecutive.com/the-role-of-hr-in-the-automotive-industry/>

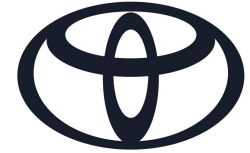


Workforce Action Plan

- Develop partnerships with universities for specialized courses
- Launch apprenticeship and internship programs targeting underrepresented groups
- Invest in advanced training for current employees
- Create a centralized database for tracking employee skills and performance
- Implement flexible policies to attract a diverse workforce

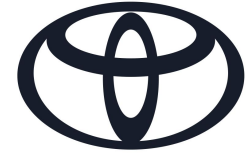
Our proposed workforce action plan includes developing partnerships with universities for specialized courses, launching apprenticeship and internship programs targeting underrepresented groups, investing in advanced training for current employees, creating a centralized database for tracking employee skills and performance, and implementing flexible policies to attract a diverse workforce.(WorkingNation, 2023)

1. Reference: WorkingNation. (2023). *Toyota workforce program lands skilled techs at the dealerships*.
<https://www.workingnation.com/toyota-workforce-program-lands-skilled-techs-at-the-dealerships/>



Recent Developments in Toyota's HR Policies

- Emphasis on Strengthening Employee Development Programs
- Expansion of Career Advancement Opportunities
- Integration of AI and Automation in HR Processes
- Initiatives to Foster a Culture of Innovation and Collaboration
- Investment in Global Leadership Programs
- Focus on Enhancing Employee Well-Being and Mental Health Resources



Conclusion

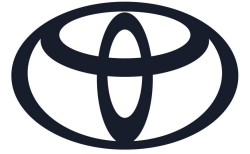
- Addressed Toyota's workforce challenges
- Proposed strategies for recruitment, engagement, and retention
- Presented a comprehensive workforce action plan

In conclusion, we have addressed Toyota's workforce challenges and proposed strategies for recruitment

References:

1. Toyota. (n.d.). *Human Resource Development*. Retrieved from <https://global.toyota/en/sustainability/esg/human-resources/>
2. Randstad. (n.d.). *5 HR trends automotive firms need to follow*. Retrieved from <https://www.randstad.com/workforce-insights/talent-acquisition/5-hr-trends-automotive-firms-need-to-follow/>
3. TMI. (2024). *Toyota's Winning Formula for Employee Engagement*. Retrieved from <https://www.tmi.org/blogs/toyotas-winning-formula-for-employee-engagement>
4. TurboHire. (n.d.). *Electric Vehicles and Changing HR Strategies in Automotive Industry*. Retrieved from <https://turbohire.co/resources/blog/electric-vehicles-and-changing-hr-strategies-in-automotive-industry/>
5. Kilpatrick Executive. (n.d.). *Automotive industry: what is the HR Department's Role*. Retrieved from <https://www.kilpatrickexecutive.com/the-role-of-hr-in-the-automotive-industry/>
6. WorkingNation. (2023). *Toyota workforce program lands skilled techs at the dealerships*. Retrieved from <https://www.workingnation.com/toyota-workforce-program-lands-skilled-techs-at-the-dealerships/>

Q&A



Ready to Take Question from Audiences.

QUESTIONS

