

Real World Examples

Four reporting levels
 Flatter organisation : Pepsi, Nike, Facebook, Reebok, Monsanto
 Boundary less organisation : Toyota

Different Recruitment Ideas in Company

- ⇒ Pepsi → People who are capable of growing business rather than just growing with business are hired
- ⇒ Reebok ⇒ Recruit youth ⇒ Average age is 26 years among employees as their customers are young people.
- ⇒ ~~Taj~~ Taj Hotel ⇒ People that are patient and willing to say 'yes sir' to anybody, work long & stressful hours.

Selection Process in Some Companies

- 1) Siemens : Uses occupational personality Questionnaire ~~as~~ to understand candidates personal attribute & occupational Testing to measure their ability
- 2) Tata electronics \rightarrow 3 psychometric tests
- 3) PepsiCo India \rightarrow Competency-based interviewing technique.

Jobs Environment in Company

- 1) Satyam Communication: Employee enjoys freedom to think & innovate with no monitoring of anybody, no attendance registers & no limit to sick leave.
- 2) Hughes Software System: Employees get interesting breaks, like cricket matches, literature clubs, adventure activities. If you don't like your Boss, you can change your section.
- 3) Monsanto India: Everyone sits in open office, sets self target for employee & train them accordingly.

4) Cadbury India: believes that you stop contributing when you stop enjoying work so they stretch employee only till the employee capability & wish.

5) Philips: Created a whole world of work, play, study & rest, with varieties of comforts available in the office like, beds for naps, gym, variety of cuisines

No one is allowed to sit in office after 9 p.m. without sufficient reason

Training in Company

1) ~~Thomson~~:

1) GCPL: allow bright employees to acquire a wide variety of skill through job rotation

2) Sapient Corporation: Employee work on 48-50 projects at any given time

3) Johnson & Johnson: Encourage employee to upgrade skills, ~~the~~ short term programmes at institute like IIM, Rotate employee on challenging task.

4) Monsanto India: Trains people with important skills required in future.

5) ~~PLG hires fresher~~

5) PLG: hires fresher from B school directly & empowers them to handle challenging jobs from day 1.