Prospered Recruitment and Training Plan

Case understanding

 “Elite Courier” is a courier company in India. Company board has decided to venture into “ Hyper Local Delivery Space “ and look looking ahead to conduct local deliveries through Drones. We decided to take trial conducted by visual line of sight (BVLOS) and successful test deliveries are conducted.

BCS Solution

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SOLUTION

 In current situation there is highly competitive and in order to grow or survive in scenario , it is necessary to invent and adopt new technology for business . Our company has decided to venture into ‘Hyper Local Delivery Space’ and looking ahead to conduct local deliveries through Drones. So, here I come into the picture as an HR Manager to support company’s division of Drone Business & Goals.

RECRUITMNT PLAN

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sr no.  | Designation  | Department Managers  | Salary ( average salary as per month) |  Qualification  |
| 1. | Management team  | Administration ManagerMarketing ManagerBusiness Analytics ManagerHuman Resource ManagerFinance Manager | 100000 | Bachelor’s degree 3years + MBA ( 3 year experience)  |
| 2. | Software | Project mangerSoftware manager | 2500000 | BE Engineer( 2 experience) |
| 3. |  Drone Operator  | Navigate Drone Weather monitoring   | 50000  |  SSC /HSC + Remote Pilot Certificate from FAA (2-year experience)  |
| 4. | Software development team | Program Manager | 70000 | BE technical  |
| 5.  | Support Staff  | Packaging manager Customer care  | 20000 | HSC Passed  |

Source Of Hiring

1. LinkedIn
2. Advertising
3. Campus Recruitment
4. Placement agencies

TEAM TRAINING PLAN

 Training is process where employees improve decision making , problem solving , working in team by coordinating with team members. Training helps for achieving goals it helps improving tools , equipment, documents or materials that trainees will use when fully trained.

1. Managerial and Supervisory Skills
2. Communication skills
3. Products and Service Training
4. Technical skills and development
5. Making workplace more enjoyable
6. Motivating employees
7. Time management.

 BASIC TRAINING MODULE FOR WORKFORCE.

1. Introduction to the company
2. Health & Safety in the workplace
3. Systems training on Epos
4. Discipline

 TRAINING FOR PRODUCTS

1. Pre-Flight Checklist & Compass Calibration
2. How to Safely Launch Your Drone
3. Basic Drone Controls & Responsive Control
4. Directional Control
5. Flying The Box
6. GPS vs. ATTI Mode
7. How to Safely Land Your Drone
8. Post Flight & Flight Logbook

CONCLUSION

 We all know training and development is very important in all company. Which company for smooth running and administration task . It helps for improving our weakness and for keeping proper record of our products and services . training and development helps in motivation and be positive ,increased growth and productivity.