

Each level requires particular skills and behaviours.

Work level 1 - Frontline jobs working directly with customers. Various in-store tasks, such as filling shelves with stock. Requires the ability to work accurately and with enthusiasm and to interact well with others.

Work level 2 - Leading a team of employees who deal directly with customers. Requires the ability to manage resources, to set targets, to manage and motivate others

Work level 3 - Running an operating unit. Requires management skills, including planning, target setting and reporting.

Work level 4 - Supporting operating units and recommending strategic change. Requires good knowledge of the business, the skills to analyse information and to make decisions, and the ability to lead others.

Work level 5 - Responsible for the performance of Tesco as a whole. Requires the ability to lead and direct others, and to make major decisions.

Work level 6 - Creating the purpose, values and goals for Tesco plc. Responsibility for Tesco's performance. Requires a good overview of retailing, and the ability to build a vision for the future and lead the whole organisation.

Tesco has a seven-part framework that describes the key skills and behaviours for each job at every level in the company. This helps employees understand whether they have the right knowledge, skills or resources to carry out their roles.



Attracting And Recruiting

Recruitment involves attracting the right standard of applicants to apply for vacancies. Tesco advertises jobs in different ways. The process varies depending on the job available.

Internal recruitment:

Tesco first looks at its internal Talent Plan to fill a vacancy. This is a process that lists current employees looking for a move, either at the same level or on promotion. If there are no suitable people in this Talent Plan or developing on the internal management development programme, Options, Tesco advertises the post internally on its intranet for two weeks.

External recruitment :

For external recruitment, Tesco advertises vacancies via the Tesco website www.tesco-careers.com or through vacancy boards in stores. Applications are made online for managerial positions. The chosen applicants have an interview followed by attendance at an assessment centre for the final stage of the selection process.

People interested in store-based jobs with Tesco can approach stores with their CV or register through Jobcentre Plus. The store prepares a waiting list of people applying in this way and calls them in as jobs become available.

RECOMMENDATION

The outcome of the study illustrates that Tesco has a good recruitment policy where the employees are recruited by each department as per the requirement from time to time. But there is still a scope for improvement of its recruitment policy. The following are some of the suggestion which enables the company to enhance its recruitment methodology.

☐The company should focus its attention more on campus interviews to attract young potential employees who have the zeal to achieve goal for themselves and the company

☐The company can take up short-term projects with new technologies and fixed deadlines to bring out competitiveness and cutting edge approach by the employees. This enables the company to recruit the brightest and the best manpower for the jobs.

☐The company needs to further focus on talent auditions and job fairs.

☐Incentives and contest for employee referral and the use of web based resources such as job boards and job distribution services would go a long way in enhancing the recruitment process.

FINDINGS AND OBSERVATION

☐The most significant finding of the study on Recruitment strategy prevailing in the organization is very effective. The employees are quite satisfied with the current recruitment methods.

☐The company gives utmost importance to its manpower requirements by identifying it well in advance taking into consideration the contingencies like retirement, budgetary plans, and attrition rate. The planning of the manpower requirement is being don't in the light of the business plans of the company

☐The company has been trying to infuse new blood in the organization by appointing fresh graduates and technologists, to set a competitive so as to face the competitive world.

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