OCBC Bank Case Study

[Name of the Writer]

[Name of the Institution]

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**Management and Development**

The approach of OCBC towards talent management and development is to organize the staff members/employees goals with how they learn and communicate or interact. OCBC operates very closely with its employees to make sure they can excel within their career by their program which is named as “Career Best”. OCBC contributes to success at building a career inside the organization. OCBC does it through working closely with employees and managing their ultimate goals (Govindarajulu, & Deily, 2004). In the program, manager determine their strengths and capabilities to know and find that what suits them and organization the best.

In addition, OCBC propose well-designed development program. It would take three years to get completed because this offers a clear pathway for managers to know their employees and how they perform in their initial three years. As well as allows them to bring improvement in their capabilities and capture opportunities in the group.

**Comparing Talent & Management Development to another Organization**

The first organization, I am much familiar with is McDonalds. At McDonalds I have noticed that manager value their employees like loyal customers. McDonalds use the same approach like OCBC. When it comes to employees, managers of McDonalds follow other to be replaced the any of the employees promotes or retires. Assisting employees and specially those which you consider as competent and capable for your position ensure that productivity would remain the same and positive if the person takes your position (Rasins, Franze, & Russell, 2007). McDonalds trains it employees for around two weeks for the new position and ensure that how they would work and perform each tasks at the new supervisory position. The major benefit of this training is it is paid. During a period, I saw two employees promoted to manager from crew who were working at McDonalds since few years (Rasins, Franze, & Russell, 2007).

**How OCBC’s Approach Contributes to Success**

OCBC completely relies of its employees so employee management and development approach of OCBC is a fundamental contributor in the organizational success. The major reason behind the success of every organizational is success or employees because the better and enhanced productivity of employees lead organization towards success.

The HR department of OCBC focuses on when to hire employees, whom to hire and how to train. The HR management arrange for a link between organization’s strategic planning and implementing those plans for achieving organization’s success. The main concern of management should be to ensure that how to train employees. Training employees properly eliminate weak decision making processes and enhances the productivity level (Noe, et.al, 2017). Effective training of employees is also mandatory because employees acquire how to proceed, lead and how to follow the actions to reach the ultimate potential.

**Evaluation of OCBC’s Approach to Other Organizations, Industries, with Limitations**

The step taken by OCBC employees’ development and management can be found highly suitable when compared with others but making changes would be beneficial to best fit with the organizational objectives. The organization has financial, technical, and other resources to generate with their type of employee management and development. The best things needs to have at hand is the plan for every employee. It is crucial because plan covers both organizational and personal goals of employees which motivates them to stay strong, act accordingly and work as guided by the organization (Noe, et.al, 2017). Even though, everyone is different than each other, so one would prefer to have a plan while other may be interested to work as presented to them.

**How OCBC has Performed Recently. What has it done more of, less of, or differently from in the Area of Human Resource Management.**

In the recent days, OCBC has taken a completely new and different step which has not yet taken by any other similar organization in the market and industry. The step is the Bank support employees by talking with their families regarding the issues they face. OCBC has established Single family program for this purpose. Through the program, organizations help employees in resolving the problem which may impact their mental health and productivity level (Garrow, & Hirsh, 2008). Proceeding, the organization ensures the enhanced productivity of employees by eliminating all possible issues or problem that affects them and their productivity inversely.

**References**

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