



# THE TIMES 100

Edition 14

## **Tesco: How training and development supports business growth. Lesson plan**

### **Content area**

- Workforce planning
- Training
- Development
- Appraisal

### **Method**

This resource can be used for general classwork, homework or learning skills for investigation.

It is a good simple exercise in bringing the various terminologies together in understanding what it means, and how it can be used in context. This allows the pupils to bring out more in discussion and understand that the topics covered in Business Studies are not insular. The outcome will be by differentiation.

### **First Activity:**

Retailer; multinational; surplus; stock; brand; flagship; acquisition; consumers; net profit; primary aim; objectives; existing customer; repeat business; outlet; diversified; Ansoff matrix; one stop shop; workforce; organisation structure; brown goods; logistics; skills; job satisfaction; recruitment; induction; training; selection; development; workforce planning; competitiveness; job rotation; personal development plan; line manager; delegate; empowerment; ownership; image; competence; knowledge; flexible approach; structured approach; on the job training; off the job training; shadowing; coaching; mentoring; secondment; matrix structure; responsibility; short term; medium term; long term; monitoring; staff retention; motivation; fringe benefits; SMART objectives; appraisal; colour coded development.

### **Second Activity**

Once you have completed the definitions link the following words together to form a paragraph. The words do not necessarily have to be in any order but must be in context of Tesco.



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## Questions

1. How was Tesco formed?
2. Why is it important for a company such as Tesco to have a high retention rate of labour?
3. What is Tesco's primary aim?
4. Why is it important for the staff of Tesco to understand the aim?
5. How many staff does Tesco have?
6. What is workforce planning? Why is it important?
7. What are the advantages and disadvantages of on-the-job and off-the-job training?
8. What is the difference between coaching and mentoring?
9. What are SMART objectives and why are they important to motivation?
10. What is a 360 degree appraisal used in Tesco?
11. How can the training system used at Tesco support growth of the business?
12. Why is job rotation an important part of training at Tesco?

## Activities

- Using any resource necessary, find out the share price for Tesco. Are there any other developments for Tesco?
- Using the case study and any other information give a basic overview of the product mix of Tesco.
- How many countries does Tesco currently trade in.
- Using the Case study, Tesco website and any other sources available, find examples of job vacancies and recruitment adverts that have been posted for Tesco. For the job adverts found, highlight the different types of job and person needed for each of the roles.
- Produce a classroom display about Tesco giving an overview of the company, its aims, products and any other areas of interest.

## Other resources

- MP3 download of the full case study
- Summary of the case study . 500 words
- Brief of the case study. for lower ability pupils
- Interactive online quizzes
- Revision theory :
  - <http://www.thetimes100.co.uk/theory/theory--staff-training-development--402.php>
  - <http://www.thetimes100.co.uk/theory/theory--motivation--312.php>
  - <http://www.thetimes100.co.uk/theory/theory--appraisal--190.php>
  - <http://www.thetimes100.co.uk/theory/theory--human-resources-planning--417.php>
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