



Human Resource Development Case Study

The pressure for an organization to get it right is the key to competitive success. Companies now look to creative compensation strategies to create a environment that employees want to work for. Using point form, write a brief description of the organization, its employees, and its challenges. What is the organization's domain? Fit stop is a new business concept developed by Susan Superset, who after a serious sports related injury, became aware of a market opportunity in the personal retail sports supply industry.

Susan with her undergraduate degrees in sinology and commerce, recognized that existing sport retailers marketed a limited range of fitness equipment and employed allegations with very limited knowledge of the equipment being sold and gave little or poor advice on what to buy and how to use it. Suntan's, business plan is to operate and compete in the existing retail market domain of large retailers. The domain consists of sporting goods stores, mega store, discount and department stores all retailing some of the same equipment.

Its business objective is to sell all types of training, fitness, conditioning, and exercise equipment to the general public. Susan wants to start off with large stores creating a visible presence in the existing racetrack, competing along side other large retailers with similar products. Her goal is to breakout large stores in Ontario and branch into four provinces, her funding does not show a profit for a term of one or two years.

She wishes to compete by her organizations ability to meet and exceed the demands of consumers in the retail sports industry by providing personalized up to date training, conditioning advise, along with the latest and largest range of fitness and exercise equipment. The key strategy of the company is to be the most up to date and advanced supplier f new products and techniques. She believes this business strategy will set her business apart from the rest of the competitors in the retail sector and by providing information, education and personalized service to customers.

The employees will be knowledgeable and highly motivated. By employing a manager with a Bachelor of Commerce degree and employing a fulfillment sinology and physiotherapist, to consul clients and to train staff, she will need to hire full time sales staff with a minimum level of grade 12 education, to engage in the high level of training each staff member will require. Employees will need to process a strong concern for their customers, be innovative in developing solutions that fit their customer needs, and be continuous learners in the fitness industry.

Susan challenge includes a needs to develop a compensation system to realize her organizational goals of positioning herself in the existing similar market place. And by her ability to compete in up to date and advanced range of equ

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Jessica J Manson



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