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Siemens summary

Introduction

Siemens is one of the world's leading technology companies. It has more than 20,000 employees in the UK and is one of the top three electronics companies in the world. It designs and manufactures products for three main sectors:

- industry . for example traffic monitoring systems and trains
- energy . for example power transmission and distribution
- health care . for example, medical scanners.

Siemens is involved in every aspect of life. Nine out of ten cars contain Siemens products, as do other household products like toasters and kettles. Car parking and traffic systems, even the electronic eye used in cricket and tennis matches, are built by Siemens. To stay as leader in its field, Siemens needs the best people.

Training needs

Siemens needs the right people with the right skills. Workforce planning enables it to plan for the future. It analyses the skill sets it already has and plans how to fill any gaps. People with the appropriate skills can either be recruited from outside or trained within the organisation.

Training

Training involves teaching new skills or techniques. Training may be

- on-the-job . training whilst working
- off-the-job - training in an external environment.

Siemens has three main training programmes at Entry Level

- Apprenticeships are aimed at school leavers who want to 'earn as they learn'. The majority start their working life from their home town working at their local Siemens site. Siemens believes apprenticeships provide a clear route for developing staff for the future growth of the organisation.
- Siemens Commercial Academy launched in 2005 has a programme aimed at students who have a keen interest in Business and Finance. The programme lasts four years and is regarded as an alternative to going directly to university.
- Siemens Graduate Programmes recruit graduates into three core areas of the business: engineering, IT and business.

Development

It is far more cost-effective to retain good staff than recruit as the costs of recruiting staff are high. Siemens needs well-trained employees with good key skills and capabilities, especially communication and team working skills. This gives Siemens a competitive edge as employees will be more flexible, adaptable to change and more creative and innovative. Employees also feel that the company values them, so this motivates them to be more productive.

Evaluation

Well-trained employees are put Siemens in a position where it can better respond to competition. Siemens uses an appraisal system to monitor whether training and development are effective. This is called the Performance Management Process. Employees agree objectives with their managers who then help the employee to work towards them. The appraisal process measures how far people have developed. It also provides a way to find out and plan for future development needs, both for the business and the individual. Appraisal keeps employees up-to-date, motivated and involved and gives them an opportunity to air their own views.



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Conclusion

Training and development are key factors that help a business to grow. Siemens focuses on maintaining well trained and motivated staff. These are assets and ensure long term development of the business.