

# The supervisory training at bk steel essay sample

[Business](#), [Management](#)



(The students are expected to do additional reference in completing this take home assignment) The BK steel is a single owner engaged in aluminum and steel production and designs for office and house hold constructions. It is a medium scale establishment having its main factory in Colombo and five other branches operated in Negambo, Gampaha, Kadawatha, Baththaramulla and Panadura. In the main office there is a Personnel Administration Department headed by a Personnel and Administration Manager supported by three clerks for the personnel and salary administration, record keeping, general administration and even book keeping etc. There are nearly twenty workers employed in each branch and all the production departments of these branches were headed by a chief technician and under the chief technician one senior supervisor and a junior supervisor are there to look after the production and design work. From recent past the owner or the Managing Director of BK steels noticed that no of workers including the very loyal senior are moving out of the company for other jobs.

The BK steel is well doing in the market and thus they are paying something above the industry levels to its workers even without much pressure on jobs. Therefore the MD was really worried and surprised to see this labor turnover. The MD who was keen in knowing the secret, contacted the workers who left even without finding another job and came to know the junior supervisors were used to shout at the workers even for a small omissions and insulted them and made them embarrassed in front of all, where even the senior supervisor and the technician did not care of that much. The MD having a good HR background decided himself to send all five junior supervisors from respective branches to a supervisory skills training workshop on the very

next Friday and instructed the Personnel Manager to arrange the same immediately. The personnel manager after the instruction of the...