

Informal interview

Family



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5 4. 0 Conclusion 6 5. 0 Questions 7 Reference 7 1. 0 Introduction The
assignment is based on the interview session organized with a HRD
professional from a top retail organization of the US, i. e. Walmart. In this
regard, the paper shall emphasize on the qualities of the individual and its
significance in bringing efficiency to the designation. This session will help an
individual to develop interviewing and note-taking skills. Thus, the detail of
the interview session is depicted in the further discussion, highlighting
various attributes in the process of interview. 2. 0 Description Walmart is the
largest US based retail sector and is also recognized as a retail giant in the
global phenomenon. This retail sector is selected among others in order to
study the various fields. Being one of the world’s biggest retailers, the
company enforces various HR policies with an intention to gain competitive
advantage globally. Walmart is having 8, 838 retail stores where they serve
customers of 15 countries under 55 different banners. They employ 2. 1
million individuals globally. It has ranked first in Fortune magazine among
other retailers. Therefore, the Human Resource Department gains a major
significance which should be considered while selecting the most appropriate
professional for the position (Walmart, “ Walmart Stores”). The professional
who is selected for the interview session is designated as the senior HR
Manager of Wal-Mart’s human resource department (HRD). He is responsible
to handle all the functions of HRD in the organization. He has an excellent
background and convincing nature regarding working with different people.
As he is an experienced employee, the entire policies, procedures, strategies
and techniques which are adopted in the organization can be discussed
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clearly. The recruitment process, leadership capability, performance management, employee relation, compensation and talent management of the organization are briefly discussed by the HR manager.

3.0 Impressions of the Interview

3.1 Learnings

The interview session proved quite supportive to learn various aspects of human resource development in Walmart along with their career prospects. In Walmart, the HRM policies are quite effective as they provide HR activities which include employee advancement along with training and development. The key strength of this retail sector in national and international market is its strong and effective cultural atmosphere active within the organization. Walmart also retains certain cultural elements which largely influence their strength in the global market. The organization in this milieu provides great significance to the employees as they value the workforce to be one of the most valuable assets of the organization by satisfying the employees and attracting customers. Notably, it is recognized as the first retail organization to provide stock option and profit sharing to the employees. Walmart provides great career opportunity to the employees who are working in various departments. They also provide career opportunities to the students in college and universities, through organizing campus recruitments. The training is also arranged for the students with an aim to develop their skills.

3.2 Interviewing process

The interview was conducted to satisfy various queries regarding the nature and process of human resource development in Walmart, the largest retail brand. This interview session was also quite helpful in learning the various aspects of interviewing a professional in relation to a large organization. For instance, the interview process covers various procedures which are equally significant to enhance the efficiency and the affectivity of the process. Interview is a

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two way process in which both the interviewer and the interviewee has an opportunity to interact with each. In this informal interview session, at the outset the HR person was greeted, brief introduction about him was taken and then the information was exchanged about various facts related to HR practice and policies in the organization. From the interview process the body language, eye contact, facial expression, posture along with gesture and energy level of the candidate could be learnt and judged carefully. 4. 0

Conclusion After the completion of the interview session with senior HR manager of Walmart, it can be concluded that the organization follows various HRM and HRD policies and techniques. The prime focus of these policies and techniques are to satisfy and encourage the employees in order to enhance their leadership qualities. 5. 0 Questions Section A Organization: Walmart Designation: Senior HR Manager Job Responsibility: To handle all the functions of HRD in the retail store Job Specification: Possessing management degree with six years of experience in the HR field Section B 1. How long have you been in this organization? 2. What are your major responsibilities at work place? 3. Are the mission and strategy of the human resource department designed to match the business strategy of the organization? 4. What are the HRM and HRD policies in Walmart? 5. How the HRD function in the development of organization's productivity? 6. How the training program is conducted for the employees? 7. How the departments of performance management function in making the organization competitive? 8. How the cross cultural management in the organization function globally? 9. Can human resource planning and workforce planning improve the performance of the organization? 10. How the carrier prospect is set in the

organization? Reference Walmart. “ Walmart Stores”. February 08, 2011.
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