

Management



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Employee Development Question Job experiences seem to be the most appropriate approach to develop managers for the fast food restaurant. The restaurant manager's position requires knowledge and skills in a diverse range of tasks that can be achieved by acquiring experience at different levels of hierarchy. Along with the management skills, managers should possess some degree of technical skills (i. e. help wait on tables, occasional food preparation etc in the chosen case study) to manage employees and their problems in an effective manner (Basic Skills for Project Managers). Job experiences can help the managers understand the demands and challenges that might be faced for every job position; the awareness of such aspects directs the individual towards effective management. Question 2 The following approaches have been recommended for the proposed employee development program: Job Rotation: Job rotation is an effective employee development approach to make the individual aware of the whole process and business operations that take place in the workplace (Job Rotations). The assignment of the individual at different positions will facilitate the acquisition of experience for different tasks and will make the individual value the relevance of each job position. Temporary Promotion: Another recommendation is to promote the capable employees for a certain period of time to provide them the valuable experience of being a manager. This also helps the top management to analyze their performance as a manager and their adapted strategies to handle critical situations. References Basic Skills for Project Managers, McGraw Hills, 2000, Print. " Job Rotations", Individual Learning Strategies, n. d. Web. 22 April 2011.