 Issue # 4:

Lack of employee training and relocating staff:

Employees are being transferred to other department without any proper training prior the relocation. Without proper training, employees won’t be able to have a full grasp of their new position, the responsibilities, duties, the skills needed, etc. Employees won’t feel confident operate their duties. Productivity will be slowed down. Also, since CanGo is growing at a high speed, they are relocating the current workers to cover the new jobs that are supposed to be done.

Recommendation # 4:

Specific training is needed to better assist the employees of CanGo at all levels. This training will focus on organizational skills for all members of the staff. CanGo also needs to set up specific training for new hires or personnel that are struggling to reintroduce certain concepts or ideas. There should also be a training that is held annual in order to reintroduce certain concepts and areas that need attention. Also, CanGo is making a mistake by relocating staff to work on other things or other departments. First, some of them are not trained to do the new job that they are asking them to do. They must create a plan and distribute the work fairly according to what each employee is capable of doing. It is important to keep employees in their current positions if it is an important part of the business, for example in the video they thought about relocating an employee but then Warren did not agree because if the system were to crash, she would have to be there to fix it. That is what is important, planning ahead and looking at the pros and cons is an effective part of running a business. An employer should have a plan to relocate employees, they should consider the skill level of the employee, along with the skills required to do the job, and also consider whether they have the capital that is necessary to make the move and cover their current position.

With the implementation of an ASRS management will have to assign tasks to insure all warehouse employees are utilized. The ASRS will eliminate the duties of some warehouse personnel. This is an excellent opportunity for CanGo to develop more specialized training for the warehouse staff and increase manning in areas such as shipping/receiving and packaging. By expanding in this area it will give the employee more opportunities for growth within the company. Employees that are not need in the warehouse can be trained with the other areas of the company that are in need of additional staffing. One of these is the IT section that was considering hiring from outside of the company to fill this area. By give the current warehouse employees the opportunity to apply will reduce the need for additional employees as well as the need for additional expenses. What will be needed to accomplish this is Interviewing, Placing and Training.