

Designing Training and Development Programme for Competence Global Supply Chain Managers: A Depth Structured Interview

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Abstract

Designing a training and development programme for competence global supply chain managers is challenging task for Human Resource Expert (HRE). Yet, by understanding the global market need and requirement to design the right programme will not only assist the manufacturing companies to be excel in international area but the most importantly able to attract and retain best talents in the market pool. This study is aim to answer “why” and “how” research questions on the why manufacturing companies need to have a world-class training and development programme and how to design it. A depth structured interview was conducted with HRE of global manufacturing companies in Indonesia to prepare the proper programme. The results found that supply chain human resource related factors are needed to be included in designing a training and development programme for competence global supply chain managers.

Keywords

A Depth Structured Interviewed, Competencies, Global Supply Chain, a Global Manager, Human Resources