

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

**Puspita Wulansari<sup>1,2</sup>**

<sup>1</sup>School of Economic and Business, Telkom University, Bandung, 40257

<sup>2</sup>Graduate School of Business, Universiti Sains Malaysia, 11800 Penang Malaysia

**Yudi Fernando<sup>3</sup>**

<sup>3</sup>Faculty of Industrial Management, Universiti Malaysia Pahang, 26600, Pahang, Malaysia

## **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 (12 font)**

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

## **Page Layout**

- 8 1/2" X 11" paper size
- All margins: 1.00"
- Full justification
- Times New Roman font
- Maximum 12 pages

## **1. Headings (12 font)**

### **1.1 Sub-Headings (11 font)**

Text – 10 font, no indexing.

## **NOTE:**

**I'M SO SORRY I CAN NOT FINISHED MY FULL PAPER ON NOVEMBER 15, 2017, CAN I REQUEST AN EXTEND TIME PLEASE....**

**THANK YOU SO MUCH**

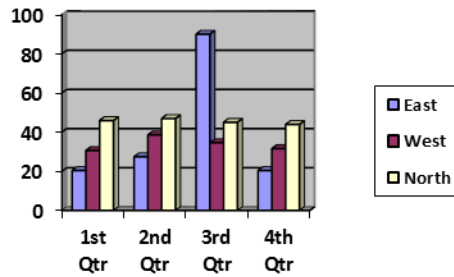


Figure 1. Name of the figure

Table 1. Name of the table


Equation numbering is optional.

Do not include page numbers.

Manuscript must be in MS Word.

### Acknowledgements

Add acknowledgement if need

### References (12 font)

- Chang, T., Wysk, R., and Wang, H., *Computer-Aided Manufacturing*, 3<sup>rd</sup> Edition, Prentice Hall, New Jersey, 2006.
- Cook, V., and Ali, A., End-of-line inspection for annoying noises in automobiles: trends and perspectives, *Applied Acoustic*, vol. 73, no. 3, pp. 265-275, 2012.
- Reimer, D., Corporate Entrepreneurship, Available: <http://www.ieomsociety.org/Details.aspx?id=xxx>, March 5, 2012.
- Khadem, M., Ali, A., and Seifoddini, H., Efficacy of lean metrics in evaluating the performance of manufacturing system, *International Journal of Industrial Engineering*, vol. 15, no. 2, pp. 176-184, 2008.
- Pandian, A., and Ali, A., Automotive robotic body shop simulation for performance improvement using plant feedback, *International Journal of Industrial and Systems Engineering*, vol. 7, no. 3, pp. 269-291, 2011.
- Rahim, A., and Khan, M., Optimal determination of production run and initial settings of process parameters for a deteriorating process, *International Journal of Advanced Manufacturing Technology*, April 2007, vol. 32, no. 7-8, pp. 747-756, 2007.
- Rahman, M. A., Sarker, B. R., and Escobar, L. A., Peak demand forecasting for a seasonal product using Bayesian approach, *Journal of the Operational Research Society*, vol. 62, pp. 1019-1028, 2011.
- Reimer, D., and Ali, A., Engineering education and the entrepreneurial mindset at Lawrence Tech, *Proceedings of the International Conference on Industrial Engineering and Operations Management*, Istanbul, Turkey, July 3 – 6, 2012.
- Shetty, D., Ali, A., and Cummings, R., A model to assess lean thinking manufacturing initiatives, *International Journal of Lean Six Sigma*, vol. 1, no. 4, pp. 310-334, 2010.
- Srinivasan, G., Arcelus, F.J., and Pakkala, T.P.M., A retailer's decision process when anticipating a vendor's temporary discount offer, *Computers and Industrial Engineering*, vol. 57, pp. 253-260, 2009.

### See below guidelines for citations:

#### For papers in a journal:

Last name, first initial, title of the paper, journal name, volume (vol.), issue (no.), page number (pp.), year. (single author)

Last name of first author, first initial of first author, and last name of second author, first initial of second author, title of the paper, journal name, volume (vol.), issue (no.), page number (pp.), year. (multiple authors)

**For papers in a conference:**

Last name, first initial, title of the paper, conference name, volume/issue (in any), page number (if any), city, country, date of the conference, year. (single author)

Last name of first author, first initial of first author, and last name of second author, first initial of second author, title of the paper, conference name, volume/issue (in any), page number (if any), city, country, date of the conference, year. (multiple authors)

**For books:**

Last name, first initial, title of the book, edition, publisher, city/country, year. (single author)

Last name of first author, first initial of first author, and last name of second author, first initial of second author, title of the book, edition, publisher, city/country, year. (multiple authors)

**For internet sources:**

Last name, first initial, title of the article or news in online resource, name of the newspaper or online sources, Available: online link, date, year.

Reimer, D., Corporate Innovation and Entrepreneurship, Available: <http://www.ieomsociety.org/Details.aspx?id=xxx>, March 5, 2012.

**Biographies**

Include author bio(s) of 200 words or less.

**Ahad Ali** is an Associate Professor, and Director of Master of Engineering in Manufacturing Systems and Master of Science in Industrial Engineering in the A. Leon Linton Department of Mechanical Engineering at the Lawrence Technological University, Michigan, USA. He earned B.S. in Mechanical Engineering from Khulna University of Engineering and Technology, Bangladesh, Masters in Systems and Engineering Management from Nanyang Technological University, Singapore and PhD in Industrial Engineering from University of Wisconsin-Milwaukee. He has published journal and conference papers. Dr Ali has completed research projects with Chrysler, Ford, New Center Stamping, Whelan Co., Progressive Metal Manufacturing Company, Whitlam Label Company, DTE Energy, Delphi Automotive System, GE Medical Systems, Harley-Davidson Motor Company, International Truck and Engine Corporation (ITEC), National/Panasonic Electronics, and Rockwell Automation. His research interests include manufacturing, simulation, optimization, reliability, scheduling, manufacturing, and lean. He is member of IIE, INFORMS, SME and IEEE.

**Donald M. Reimer** is currently a fulltime senior lecturer and Director of The Lear Entrepreneurial Program in College of Engineering at Lawrence Tech. Mr. Reimer holds a Bachelor of Science degree in Industrial Management from Lawrence Technological University and a Master of Arts degree in Political Science from University of Detroit/Mercy. He is a Certified Management Consultant with over 35 years of experience in working with closely-held businesses. He has taught courses in entrepreneurship, management and corporate entrepreneurship and innovation for engineers. Mr. Reimer served as member of the Minority Economic Development Committee of New Detroit. Mr. Reimer serves as a KEEN Fellow for The Kern Family Foundation and is a member of United States Association of Small Business and Entrepreneurship.

