

## **Ojt Hrm**

### **First week in my OJT**

#### **May 25 Friday**

Our on-the job training in Tempura Japanese Restaurant took-off with a brief orientation with the store manager. First, the trainees were introduced to the whole staff, followed by a tour inside the store premises-from the dining area, then to the bar and finally in the kitchen. During this tour, the manager gave us a few ideas on how it works and we have our first glimpse on how the restaurant operates.

After that activity, he/she gave us our first on-site post: the entrance. We're instructed to stay there and open the door for the guests. He/She also reminded us that it's a must to greet the incoming guests with "Yokoso , Ma'am/ Sir" while outgoing customers must hear the words "Doumo arigatou gozaimasu".

#### **May 26 Saturday**

On our second day on Tempura, the staff taught us the standard position for serving. At the end of this activity, we were expected to learn the basic steps on how to serve the guests efficiently, have an adequate proficiency about the menu including the right pronunciation for each dish. A staff also made a demonstration on table-setting. In this task, the demonstrator specifically pointed-out that the table was set in a specific manner that follows a strict standard. After the activity, we were instructed to go back to our first designated post and usher the guests.

#### **May 27 Sunday**

After two days of warming-up on our new environment, the trainees were able to catch up on the life in Tempura. Day 3 is an exciting day because the manager allowed us to move more freely and gave us new set of assignments. First, they let us clean the tables. Aside from that, he/she instructed us to memorize the table count. This is important because today some of us were assigned in ushering the guests and serving the menu.

# Hrm Ojt Journal

**LL Leslie**



## Hrm Ojt Journal:

**Human Resource Management** Gary Dessler, 2000 For Human Resource Management HRM and Personnel courses The 1 best selling HRM book in the market Dessler's Human Resource Management provides a comprehensive review of personnel management concepts and practices in a highly readable form This edition focuses on the high performance organization building better faster more competitive organizations through HR while continuing to offer practical applications that help all managers deal with their personnel related responsibilities Human Resource Management and Labour Market Flexibility Alan Williams, 1993 Contends that the role of scholarship on labor markets and management in the changing world economy cannot be evaluated at this time and that macroeconomic and environmental values may soon have as important an influence on labor practices as the efficiency of any particular firm In that context surveys some of the theories of labor that have been developed during the economic upheavals of the 1980s No index Acidic paper Distributed in the US by Ashgate Annotation copyright by Book News Inc Portland OR

**Human Resource Management for the Hospitality and Tourism Industries** Dennis Nickson, 2007 Dennis Nickson takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries

**Ebook: Fundamentals of Human Resource Management** Raymond Noe, John Hollenbeck, Barry Gerhart, Patrick Wright, 2014-10-16 Fundamentals of Human Resource Management 5th Edition by Noe Hollenbeck Gerhart and Wright is specifically written to provide a complete introduction to human resource management for the general business manager This book is the most engaging focused and applied HRM text on the market

**The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement** Kurt Kraiger, Jonathan Passmore, Nuno Rebelo dos Santos, Sigmar Malvezzi, 2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training development and performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal and professional development and performance management fit well together and address a gap in the literature that has been apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to the question of how to build individual knowledge skills and competences in organizations I believe that this book will make a significant impact on its target audience in this critical area Helen Shipton Professor of International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the Psychology of Training Development and Performance Improvement provides up to date contemporary information for

researchers and professionals by reviewing the latest literature and research in the interconnected fields of training development and performance appraisal. It brings a psychological perspective to bear on a multidisciplinary field that links to management, human resources, and education. Unique to reference works in this area, it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world, including South America, Europe, Canada, and Australia, as well as the United States and the United Kingdom. The chapters cover a diverse range of important contemporary topics such as needs analysis, job design, active learning, self-regulation, simulation, approaches to 360-degree feedback, and virtual learning environments. Together, they offer researchers and professionals essential information for building a talented organization, a critical and challenging task for organizational success in the twenty-first century.

**Human Resource Management, 2e** Khanka S.S., The second edition continues to familiarize the students with the basic principles and techniques of human resource management. Comprehensively, this textbook highlights the importance of effective management of human resources, which results not only in organisational effectiveness but also sustainable competitive advantage. With the coverage of contemporary topics such as HR Scorecard, Gen Y Employees, and Work-life Balance, it keeps the students abreast with the current human resource practices of the real world. This textbook caters to the requirements of management students and is also a useful resource for HR professionals.

Handbook of Research on Tacit Knowledge Management for Organizational Success Jaziri-Bouagina, Dhoha, Jamil, George Leal, 2017-04-20 Continuous improvements in businesses' practices have created enhanced opportunities for growth and development. This not only leads to higher success in day-to-day profitability but it increases the overall probability of success for organizations. The Handbook of Research on Tacit Knowledge Management for Organizational Success is a pivotal reference source for the latest advancements and methodologies on knowledge administration in the business field. Featuring extensive coverage on relevant areas such as informal learning, quality management, and knowledge acquisition, this publication is an ideal resource for practitioners, marketers, human resource managers, professors, researchers, and students seeking academic material on knowledge management techniques.

*Human Resource Management* Raymond A. Noe, 1997 The authors of this text present the view that effective management of human resources is necessary to gain a competitive advantage. The four challenges that they face are the global challenge, the quality challenge, the social challenge, and the high performance work challenge. This text provides students with the technical background needed to be a successful HR professional. The text also emphasizes how managers can more effectively acquire, develop, compensate, and manage the internal and external environment that relates to the management of human resources.

**Improving Training Effectiveness in Work Organizations** J. Kevin Ford, 2014-01-14 This compelling volume presents the work of innovative researchers dealing with current issues in training and training effectiveness in work organizations. Each chapter provides an integrative summary of a research area with the goal of developing a specific research agenda that will not only stimulate thinking in the training field.

but also direct future research By concentrating on new ideas and critical methodological and measurement issues rather than summarizing existing literature the volume offers definitive suggestions for advancing the effectiveness of the training field Its chapters focus on emerging issues in training that have important implications for improving both training design and efficacy They discuss various levels of analysis intra individual inter individual team and organizational issues and the factors relevant to achieving a better understanding of training effectiveness from these different perspectives This type of coverage provides a theoretically driven scientist practitioner orientation to the book

### **Human Resource Management**

David A. DeCenzo, Stephen P. Robbins, 1998-12-18 Over the past decade management practice has gone through dramatic changes Workforce diversity downsizing reengineering total quality management outsourcing and rediscovering the importance of satisfying the customer all has a significant impact on Human Resources The new Sixth Edition of De Cenzo Robbins Human Resource Management features a current real world perspective that gives readers a crystal clear picture of what today s HRM is really like Emphasizing the application of theory the Sixth Edition carefully integrates real examples with the most up to date information available

### **Japanese Human Resource Management**

Naoki Kuriyama, 2017-02-14 This book is a comprehensive study underpinned by thirty years of research conducted by the author relating to Japanese human resource management and labour management relations Its aim is to achieve a better understanding of the Japanese model for human resource management and labour standards issues and its transferability to supply chains in Asia Seeking a better understanding of the strength of Japanese management and its applicability to foreign countries Japanese Human Resource Management introduces a new agenda for Japanese corporations that wish to operate in sustainable and inclusive ways in local societies and in global supply chains Organized into three major themes this comprehensive study is essential reading for students researchers and government who wish to promote productivity improvement and constructive labour management relations

### **Human Resource Management in the Public Sector: Policies and Practices**

John L. Daly, 2015-05-18 This affordable text covers the management of both human resource systems and employees in local government settings It focuses on the significant changes facing local governments especially the growing demand for increased Work Life balance as an integral component of human resource management

### **Routledge French Dictionary of Business, Commerce and**

**Finance Dictionnaire anglais des affaires, du commerce et de la finance** Various, 2024-11-01 This dictionary consists of some 100 000 terms and references in both French and English including 4 000 abbreviations over 45 subject areas are covered including Accountancy Banking Business Administration Computing Economics Environment Finance General Commerce Human Resource Management Import Export Industry Insurance Law Leisure Management Mathematics Media Patents Politics Property Sales Marketing Stock Market Taxation Tourism Transport Welfare Safety Also included is a comprehensive up to date reference section on countries business correspondence and situations job titles stock exchanges economic indexes and numbers KEY FEATURES Term Specialists the terms list has been checked by over 100 sources including

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**Human Resource Management** R. C. Sharma, Nipun Sharma, 2024-09-30 This textbook introduces readers to an array of concepts and current practices of human resource management HRM It provides an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance

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