**Understanding Human Resource Objectives**

**A2 Business Studies Unit 3**

**MCS Group and Human Resources**

The MCS Group provides Advanced Engineering Solutions for the offshore oil and gas industry with particular focus on riser and subsea technology.

The MCS Vision is to continue to be a best-in-class company at integrating and supporting engineering expertise with state-of-the-art analysis technology, to provide high value solutions for clients.

The HR Project for MCS assists in maintaining that vision by helping to ensure that they employ and develop high calibre and highly motivated individuals, who can deliver the very best engineering expertise. The project continues to actively support a scheme for the professional development for all Graduate Engineers within the Company to ensure that their training and development focusses upon the core engineering competencies required to achieve Chartered Status.

Questions:

1. What is MCS’ main HR objective?
2. Why is it important for MCS to retain the graduate engineers they recruit?
3. How might MCS’ HR objective support their corporate objectives?

**Dyson – Relocation, Relocation, Relocation**

In 2002, Dyson relocated production to Malaysia. Eight hundred semi-skilled UK assembly workers lost their jobs, although 1,200 head office and research employees remained at the Wiltshire headquarters. This move was heavily criticised. However, record profit of £102.9m – representing a 137% increase on previous figures – seemed to support the relocation. Dyson has even overtaken Hoover to become the best-seller in the US. It appears the new location strategy is working!

Give two advantages and two disadvantages of Dyson relocating its factory to the Far East:

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| --- | --- |
| **ADVANTAGES** | **DISADVANTAGES** |
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