**The Disillusioned Reality**

**(Life of a Management Trainee – What Should NOT Happen)**

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Ms. Mona Saran is a young MBA, 24 years old, just passed out from XYZ Business School, Bangalore. She had done her major in HR, and also a B.Sc. Grad in Mathematics. She was selected from Campus by ABC company, which is a family-run business, now looking for diversification into retailing (clothes merchandise), after undergoing two rounds of Group Discussions and one round of Interviews. The interviewers, two Directors and one General Manager were very impressed by her confidence and cheerful nature, and had promised that she will be given a placement of her choice, after the training period is over. Mona was given the impression that there would be six months’ training period, the details of which will be disclosed later, and after which she would be placed in a specific Department, looking into her background and inclination, as well as her performance/characteristic traits as deemed fit by the organisation. When she took up the offer, Mona was asked to sign an acceptance form, and informed that her offer letter will be subsequently posted to her residential address in due course of time. It was also explained to her, when she enquired about the possible date of joining, that they will let her know. Till then she was asked “to enjoy her short vacation with family”.

Mona was satisfied and happy. She considered herself a person who would be a successful HR Manager, owing to her amiable and people friendly nature. Her interest lied in managing compensation (she felt she would be able to do better justice due to her Mathematics background). But, knowing that this is her first job, she was not averse to joining any section of the Company, providing she was given an HR role. She had made this very clear during her interview also, and was assured of the same during the interview process.

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The weeks in each Department were spent idly. The Department Officials were at a loss what to do with them, and assigned one officer to them, who usually completed the explanation for the working of the Department in a day or two. After that, they were asked to wait in a lobby/empty room. They were also taken for a visit in the shops once. By the end of the six weeks, most of Mona’s counterparts were seriously contemplating looking for other jobs. As one of them, who already left, said:

“*It seems they do not want us here. They are just wasting there money and our time. What is the use of being in such a place where nobody seems to care? Apart from that, we don’t even know what kind of job we will do, and of what contribution our MBA degrees will be to them*”.

Even Mona feels disillusioned. She is unsure whether she should stay in such a place. The picture shown to her during the course of interview was quite different than the reality what she is seeing here, after coming in. In the few weeks she had spent in HRD, she had seen the visible lack of coordination and flaws in the procedures. She is sure that if given the chance, she can change the processes and streamline then, but she doesn’t know whether she would be given the chance or not.

**Discussion Topics:-**

1. *Where all did ABC go wrong?*
2. *Whether Mona should stay or leave?*
3. *What corrective steps can ABC Management take, to rectify the mistakes?*
4. *What preventive steps can ABC Management take, so that the next batches can be taken care of better?*
5. *Should Mona leave/stay?*