

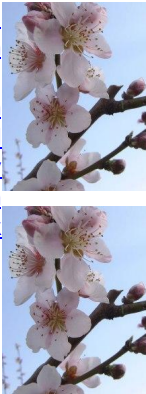
## About

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# Readings

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[The Individual's Expectations on Competence Development in a Transnational Organization by Karolina Fredén and Fredrik Nilsson.](#)



### Abstract:

#### Background

The turmoil caused by the new demands of globalization has forced multinational companies to rethink their traditional worldwide strategic approaches. The new strategies have resulted in reviews and questioning of the organizational structures and processes used to manage worldwide operations. A major part of this management is to develop the competences the company needs. To be able to develop the employees' competence is important for companies such as IKEA's

Trading Area  
South East Asia  
(TASEA).

Therefore  
TASEA has to  
understand the  
factors that  
influence the  
employees'  
expectations  
regarding  
competence  
development.

**Purpose:** The  
purpose of this  
thesis is to  
understand the  
individual's  
expectations on  
competence  
development in  
TASEA and give  
recommendation  
s to improve the  
conditions for  
competence  
development.

**Method:** This  
study has been  
conducted as a  
case study of the  
TASEA  
organization.  
It is based on  
interviews with  
29 members of  
the purchasing  
teams and 3  
members of the  
top-management  
. The empirical  
research was  
conducted on  
site in the  
Bangkok, Jakarta  
and Ho Chi Minh  
City offices.

**Result:** The view  
of competence  
differs a lot  
between  
theories,  
management  
and the  
individual  
employee. A  
number of  
conflicts have

been analyzed  
and some  
practical  
suggestions  
have been  
presented in the  
case of TASEA.