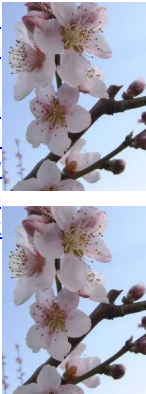


About

Readings

[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.