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Expansions and the introduction of new employees in the business can be very beneficial to the performance of a business. However, as this expansion is within 3 months (at a very short time), and considering significant shift from one employee to another, to ensure that staff work effectively together and comply with the relevant procedures, standards and ^{relationships} ~~keep~~ ^{and} accounting procedures, there are several effective strategies that can be implemented. These include, inductive programs, training and development of a ^{workplace} effective culture.

To do this introduction into a new workplace may be daunting and difficult, ~~effective~~ ^{an} ~~inductive~~ ^{inductive} program is needed. Inductive programs that are effective, introduce the employee to their workplace, their job roles and designations i.e. what procedures are needed and accounting practices that will be used as well as, allow for the employee to build relationships with co-workers. For instance, at ANZ Financial Services every new employee is ~~not~~ given an inductive program. Here they are introduced to their co-workers and managers, ^{as well as} the safety procedures and practices which is based on the Work Health and Safety Act 2001. This allows for employees to then build relationships and increase their confidence to us which does allow

for their members of the firm to work effectively in the achievement goals and objectives.

CNR Financial Services also ensures that new employees are informed about its core values and standards that they follow. Effectively, it is their induction programs that ~~lead~~ allow for employees to be introduced into firm which not only will create effective relationships but also shows them of the practices and procedures necessary to work in the financial services industry.

In addition, training programs are a great tool which can help them the accounting procedures and cross the industry standards that will be needed to be complied too. Training seeks a change ^{and improvement} in the skills, knowledge and attitudes of employees, and which can be developed through various means such as, on-site internally (management creates its own training programs) or externally (through TAFE institutions or maybe even universities). CNR Financial Services has had employees many of it across ~~many~~ different geographical locations and countries in India. As in these areas, the industry standards and both workplace procedures may be different to how financial services industries operate in Australia. Hence, CNR management regularly pays for training

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from various plans which help them ^{employees} work for CMC. i.e. They provide help in allowing the employees to obtain their Australian Financial Services Licence, which is a necessary document to work in Australia.

Hence, employees can thus build good relationships with the firm and comply to their needs well on, than the workplace procedures.

Developing a ^{workplace} culture is one of the most effective strategies that can be used to achieve harmony and compliance to relevant work place procedures and practices. CMC ^{financial services} ~~regularly~~ ^{regularly} for provides cultural celebrations and develops a culture of learning and relationships as well as to ~~motivate~~ ^{motivate} effective staff effectively work together in achieving the goals of the business. Furthermore, it is the provision of work place culture that can lead and motivate employees to adhere to practices and procedures of the business. For example, CMC Financial Services ensures that all employees work with the right accounting and book keeping practices whether it be a Certificate III in Records Administration to even a Bachelor of Commerce. This ensures that ^{financial services} industry standards are complied to and



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know, maintaining the industry currency exhibits relevant
of to ensure the currency of financial services.
~~Overall~~ ~~Effectively~~, it is the culture of the business which
will ensure that all objectives are met.

First in conclusion, this proposed expansion is a
major step for the firm and provides great potential
for success. However, if the firm
company want to ensure that their core effective
relationships, compliance to industry standards and
workplace procedures as well as, recovery accounting procedure,
the firm must ensure the above strategies are implemented.