JOB MAPPING FOR LEADERSHIP ROLES AT ROCKWELL AUTOMATION INDIA PVT. LTD.-A CASE STUDY

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ABSTRACT

Rockwell Automation is a global provider of industrial automation, power, control and information solutions. Brands in industrial automation include Allen-Bradley and Rockwell Software. Headquartered in Milwaukee, Wisconsin, Rockwell Automation is one of the largest industrial automation companies in the world, employing about 21,000 people in more than 80 countries. It is a Fortune 500 company, ranked number 409 on the list.

The case involves restructuring the existing Job Descriptions of all positions at N-1 and N-2 levels as per the Suitability Model by Dr. Elliot Jaques, which were originally structured as per the Competency Model. N-1 roles are those who report directly to the country head and N-2 roles are those employees who report to leaders at N-1 level.

Dr. Jaques and his colleagues base the Suitability Model on a set of sound principles and practices with over 60 years of research in large and small companies. The case would also explain the need to convert the existing job descriptions and the outcome of conducting the exercise.

KEYWORDS: Rockwell Automation.

Articles

1. Building Leadership Capability – Susan Schmitt (Excerpted by HR Directions).
2. Human Resource Management (Text and Cases) – Dr. Shikha Kapoor
3. Rockwell Automation – Company Manuals
4. www.rockwellautomation.com