

Decision situation

Approval of an internship abroad



Mr. Müller owns a small mechanical engineering company with 60 employees in production and 15 in administration. The company has 5 trainees in the technical field and 3 in the commercial sector. The company manufactures special packaging machines, which in the last 3 years has increasingly supplied them to other European countries, where the products were also installed locally. For the first time in the company's 15-year history, a commercial trainee, Marius Gross, has asked the hiring manager to do a 4-week internship in Ireland as part of his training. The hiring manager asked the entrepreneur Mr. Müller to make a fundamental decision. Mr. Müller has therefore asked the personnel manager, trainee Marius Gross and an IHK representative for a meeting/discussion that should form the basis for his decision.

1. Role: Personnel Manager

The hiring manager is against the internship abroad due to the order situation, because with the large number of apprentices with further inquiries is to be counted.

Tasks:

1.

Assemble arguments for the position / role of the HR manager in your group. Try convincing the CEO with your arguments.

2.

Select a member of your group to represent the position of HR Manager in the subsequent role play.

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2. Role: Chamber of commerce - representative

The representative is basically for the internship abroad if it offers advantages for the trainee and the company and if it is as cost neutral as possible.

Tasks:

1.

Assemble in your group arguments for the position / role of the Chamber of commerce – representative. Try convincing the CEO with your arguments.

2.

Select a member of your group to represent the position of the Chamber of commerce - representative in the subsequent role play.

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3. Role: Apprentice Marius Gross

The apprentice would like to do an internship abroad on the basis of experience reports.

Tasks:

1.

Assemble arguments for the position / role of the trainee in your group. Try convincing the CEO with your arguments.

2.

Select a member of your group who represents the position of the trainee in the subsequent role play.

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4. Role: CEO Mr Müller

The entrepreneur is undecided. On the one hand he needs employees with experience abroad, on the other hand such an internship also causes work and costs.

Tasks:

1.

Assemble in your group arguments for the position / role of the CEO.

2.

At the end of the role-playing game, the entrepreneur must make a decision.

3.

Select a member of your group to represent the position of the CEO in the subsequent role play.