

Product details



[In Pursuit of a Better Probation System: Crimson Industries Pvt Ltd](#)

Case - Reference no. 416-0061-1

Subject category: [Human Resource Management / Organisational Behaviour](#)

Authors: [Manosi Chaudhuri](#); [Asraf Ali Sirajudeen](#)

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Topics: [Human resources management](#); [Talent management](#); [Probation](#); [Review](#); [Attributes](#); [Justification](#); [Evaluation](#)



About

Abstract

Once selected into an organization, new employees usually begin their employment under probation for a set period of time. During this period, the employer evaluates the employee's performance before making the probationary employee a full-fledged employee. The probationary employee is evaluated on various attributes and justifications are provided for the ratings achieved on all the attributes. The attributes assessed in probationary employees at Crimson Industries Pvt Ltd include work accomplishment, dependability, interpersonal skills, initiative, knowledge, time management, attendance and quality of work. This case attempts to study the probation review system in the company in order to critically analyse the presence of flaws if any.

Settings

Location: [Corporate Office in Chennai, India](#)
Industry: [Supply Chain Management of Softwares](#)
Size: Global market was estimated to be worth USD8.3bn in 2013
Other setting(s): 2015

Related



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Teaching note - Reference no. 416-0061-8

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