Jamie's Kitchen

Scenes

Jamie came to the conclusion that it was his goal to train 15 young, troubled, unemployed teenagers in London to be chefs. These Londoners would work in the new restaurant that he was building in the East End. Jamie felt that it wasn't academic qualifications that make a good cook; instead he believed it is someone's passion for food. In the episode that I viewed, Jamie puts an ad in the local newspaper looking for troubled teenagers who want to learn to be excellent chefs.

Along the way of the training process certain students weren't working out. Jamie tried talking to these individuals to find out why the problem existed. He wanted to find out if his training sessions were possibly too involved or maybe not thorough enough. All but one of the students worked through their problems after talking to Jamie. The one student was actually suspended due to conflicts between the student and others within the group.

Links

After the recruiting was done, Jamie decided to have a seminar in which these candidates could attend. It was in this scene were the teenagers where given a realistic job preview. As learned from the same lecture on recruitment, realistic job previews provide realistic information to the applicants regarding the job. Both positive and negative aspects are brought to their attention. Certain things talked about in a realistic job preview could be things about the actual work, the working conditions, benefits, and the workload. Since the applicants become aware of the positive and negative aspects, these previews help reduce turnover and they are also a way of being fair to the applicants. After this seminar, about half of the group decided they weren't interested. If this realistic job preview hadn't been given, the candidates selected would not have known what the training involved along with the job itself.

The fourth link relates to the discipline that Jamie had to pursue. As mentioned earlier, there were a few students who weren't showing up on time and who were having problems staying focused. For the most part these problems were overcome, however, there was one individual who was suspended from the program. There are two types of discipline, which can be done. There is progressive discipline, which is the idea of using corrective measures. This is done on a step-by-step basis with each step being a bigger punishment. Progressive discipline starts with an oral warning and finally ends with discharge of the employee. On the other hand, there is positive discipline. This focuses on improving the employee's behavior. Meetings take place between the manager and the employee. Problem solving is the main emphasis in order for the employee to change his or her behavior. The specific example that Jamie did on his show relates to the in class exercise done on discipline. He used the positive discipline approach. The name of the exercise was called, "Disciplining Employees Effectively." According to this exercise, "The progressive approach to discipline requires that employees be informed about organizational rules, procedures, and expectations at the time of hire." This is what Jamie did at the time of hire with each individual and he informed them that if rules weren't followed, a problem-solving session would be held between the two of them. When he started having problems with a few of the students he would meet with each
of them and try to find out why the problem was present. He would make them aware of the problems that he noticed and then would ask them to explain to him the reasons for the behavior. He would ask each of them how they thought the problem could be corrected and by doing that he made it clear to them that he was willing to do anything to help. Jamie would come to a conclusion of what steps each student would take in order to achieve his or her goals. He then would have a follow up meeting a couple weeks later to make sure they were on the right track. This worked for all but one student. After receiving an oral solution on up to the final solution he was suspended. Overall, the positive approach worked out well for both Jamie and his students.

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