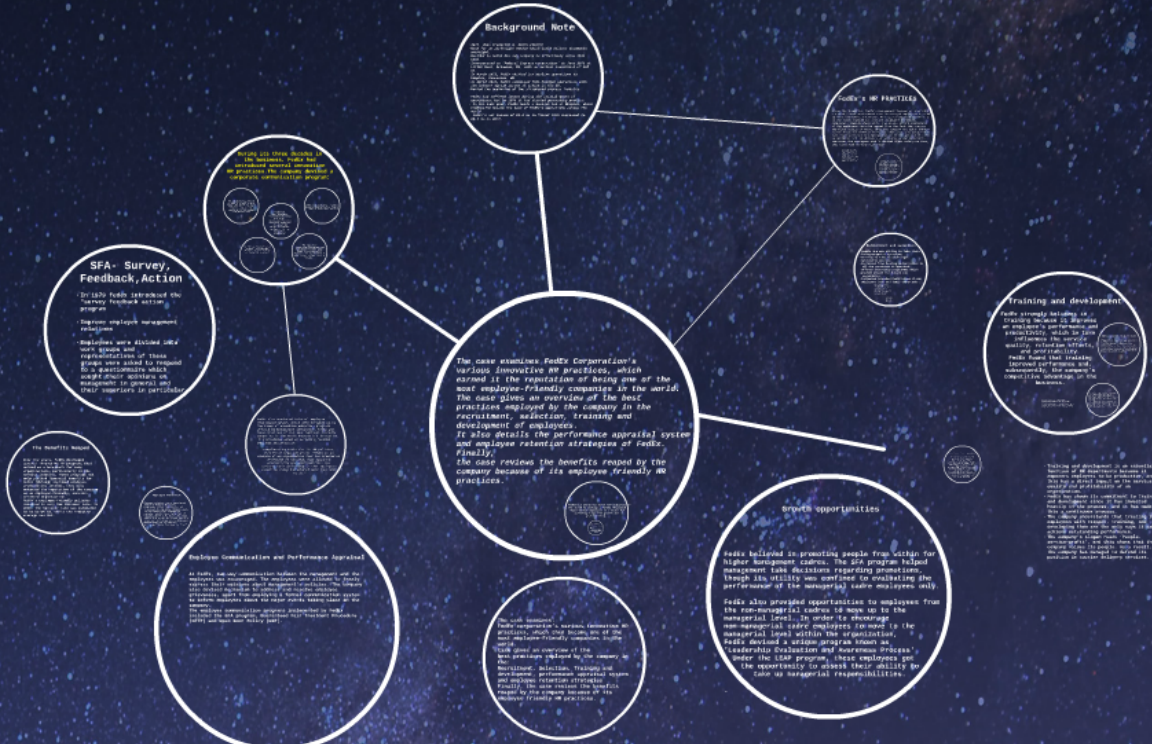




Analysis of Fedex Corporation



CONCLUSION

Over the past 30 years FedEx has been a company which has changed the way we view express transportation and delivery services. Furthermore, they have changed the landscape of human Resource Management practices within companies, setting a precedence for other companies in different industries. FedEx has shown that a company is not only about technology, managers and profit making. It places their employees on par position, as they are the ones that keep the company going and serve the customers.

Analysis of Fedex Corporation

The case examines:

FedEx corporation's various innovative HR practices, which then became one of the most employee-friendly companies in the world.

Case gives an overview of the best practices employed by the company in the:

Recruitment, Selection, Training and development, performance appraisal system and employee retention strategies

Finally, the case reviews the benefits reaped by the company because of its employee friendly HR practices.

Background Note

- *1971, when Frederick W. Smith (Smith)*
- *Need for an airfreight system which could deliver documents overnight.*
- *Decided to setup his own company to effectively serve this need.*
- *Incorporated as 'Federal Express Corporation' in June 1971 at Little Rock, Arkansas, US, with an initial investment of \$84 mn.*
- *In March 1973, FedEx shifted its airline operations to Memphis, Tennessee, US.*
- *In April 1973, FedEx commenced full-fledged operations with its network spread across 25 cities in the US.*
- *Marked the beginning of the air/ground express industry.*

- *FedEx had suffered losses during the initial years of operations, but by 1976 it had started generating profits.*
- *In the same year, FedEx built a massive hub at Memphis, which eventually became the base of FedEx's operations across the world.*
- *FedEx's net income of \$3.5 mn in fiscal 1976 increased to \$8.1 mn in 1977.*