

Career in Swedish.....



Just a few Facts and Figures:

- 1943: IKEA registered as a company (Ingvar Kamprad Elmtaryd Agunnaryd; he was 17 years old)
- 50's: first catalogue is distributed, developing own designs – and starting to pack them flat
- 60's: Polish productions “rescues” IKEA
- 70's: Switzerland, Germany, Austria, Canada...
- 80's: USA, UK, Italy...
- 90's: China, Poland, Spain...
- 00's: Russia, Japan, Internet
- 2005: 200 stores, 90 000 employees
- 2008: 231 stores, 118 000 employees





IKEA's basic view upon our people
is stated in our
Human Resource Idea

To give down-to-earth, straightforward people the possibility to grow, both as individuals and in their professional roles, so that, together, we are strongly committed to creating a better everyday life for ourselves and our customers.



Attracting the right people

- We will build a global, unified position as the “Employer of choice” (Home furnishing, success, values)
- Our new co-workers are selected based on our values and are a part of making IKEA’s culture a living reality (Recruitment through values and introduction)
- We are in the business of home furnishing. Therefore our ambition is to recruit people with an interest in life at home and home furnishing



Retaining our people

- Through offering our co-workers an honest and straight forward ambition to meet them as individuals, recognising their different needs over time we will make them stay, develop and succeed
- We give them challenging goals, constant development, recognise performance and celebrate success
- It is fun to work at IKEA



Apprentices at IKEA

Education Fields:

- Retailing with focus on Homefurnishing
- IKEA Food
- Warehouse/Logistics
- Accounting



Education at IKEA

- o Start in Store – stay there for about 3 years
- o Experience a deep knowledge within all departments – accompanied by a buddy
- o Before department change → feedback-talks on performance
- o Regularly Jour Fixes on special Topics
- o Trainings off the job
- o “Speciality Phase” – in other store
- o Learning Contract for further steps



Development Paths

- Beside professional Trainings on all Levels, our co-workers are supported by several Leadership/Management Trainings
- Most of them are based on “Self Managed Learning”
- clear target: **to take responsibility for OWN development**



A set of shared Values



Thank You!

