

Mr Kulan sharma's dilemma

Mr. Ram Kumar, Regional sales manager, TMC Consumer Goods Company. He was disappointed with the performance of Mr.Kunal Sharma, area sales manager of Mysore. Mr.Kunal completed his MBA in marketing specialization from reputed management college from Bangalore and was recruited through campus selection from the company. His academic performance was good and in the interview also, he did extremely well. Mr. Kumar believed that he will be promising sales manager for the company. He was trained under well experienced territory manager. The training method was both on the job and class room training. The feedback from the trainer about him was good.

The Mysore was important area in the southern territory for the company with well established distribution network and experience sales executives. In the initial six months Mr.Kunal did well. After six months, his performance gradually started decreasing. He started complaining about the territory manager and also customers. He was not happy with sales executives. He started believing that his selection of career was not correct. He discussed about his dream to become a marketing manager with Mr.Ram Kumar in the informal meeting.

Questions:

1. Is the selection of Mr.Kunal Sharma for the job was right selection?
2. Do really Mr. Kunal Sharma having career dilemma?
3. What course of action you suggest to the company?