



Assessment 1: Individual Presentation

Course: BA Business Management

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Introduction

WELCOME TO MY PRESENTATION

- ❖ Like many other sectors, the UK's hospitality sector is experiencing a severe labor shortage.
- ❖ It's crucial to have plans to draw in and keep personnel as talent acquisition managers for a restaurant group.
- ❖ Therefore, this presentation will show and explain six different ways to find talent, three for short-term talent acquisition and three for long-term talent acquisition.

Talent acquisition strategies



a. On social media

- ❖ Social networking is an effective recruiting tool, particularly for finding talent quickly.
- ❖ Restaurants can post job listings on social media, including Instagram, Facebook, and LinkedIn.
- ❖ The job description may also mention the company's culture and compensation range.
- ❖ The advertisement may become more apparent to prospective candidates if hashtags are included.

b. Programs for Employee Referrals



EMPLOYEE REFERRAL PROGRAM

- ✓ Programs for employee referrals are another quick-fix talent acquisition tactic.
- ✓ It entails rewarding current staff for recommending future hires to the business.

c. Recruiting Firm

Riderflex
we ride in, you flex up

A Recruiting Firm You Can Trust

We match quality candidates to company culture and support all industries and job functions

We have recruiters with C-Level experience that video interview and approve manager level candidates

We have a 99% satisfaction rate and are 20% lower cost than the industry average



- ✓ Using an outside organization to identify applicants is a short-term talent acquisition approach by staffing agencies.
- ✓ The candidate database at the disposal of recruitment companies allows them to fill positions quickly (Brand et al., 2020).

d. Educating and Developing



- ✓ A long-term talent acquisition strategy involves training and development.
- ✓ Employees' performance and loyalty can be improved by investing in their training and development.
- ✓ Also, it enables staff members to pick up new abilities that may help them develop in their careers at the organization.

e. Internship initiatives



- ✓ Another long-term method of talent acquisition is internship programs.
- ✓ It entails the short-term employment of undergraduates or recent graduates to provide them with practical industry experience.

f. Employment Image



- ✓ A long-term talent acquisition technique called employer branding entails fostering a favorable perception of the business.
- ✓ It includes highlighting the mission, values, and culture of the company.

Four different incentives methods



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a. Welcome Bonuses

- ✓ Sign-on incentives are a type of financial incentive that can be used to draw in prospective employees.
- ✓ The bonus may be given as a lump sum or over a predetermined length of time.



COMPENSATION AND BENEFITS

b. Salaries and Benefits that are Competitive

- ❖ Another way to provide financial incentives is by providing a competitive salary and benefits package.
- ❖ When a job offer includes a salary and fringe benefit package that suits their needs, candidates are more likely to accept it (Yildiz and Esmer, 2023).

Adaptation timetables and Employee Appreciation and Recognition



c. **Adaptable timetables**

- ❖ Flexible work schedules are a type of non-cash incentive that may be used to draw in applicants.

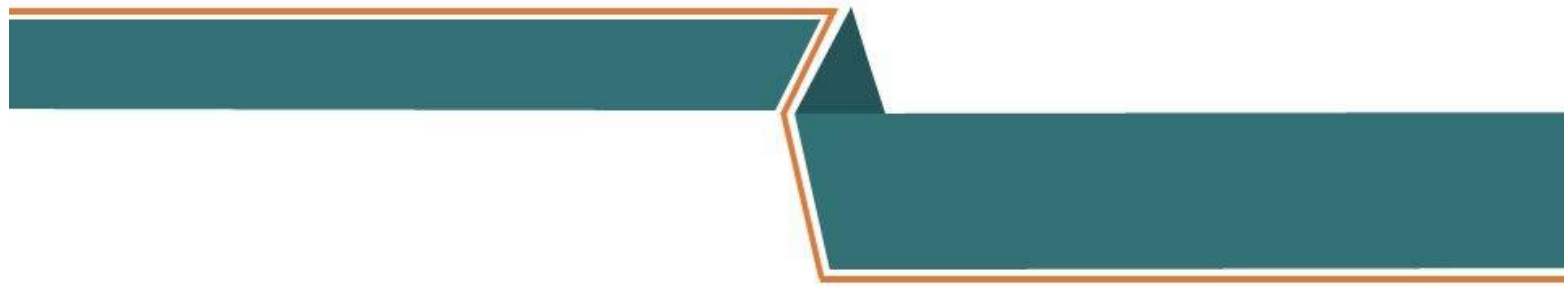
d. **Employee Appreciation and Recognition**

- ❖ Regularly expressing gratitude and appreciation to staff might help to engage and motivate them.

Conclusion

- ❖ In summary, attracting top talent is crucial to the hospitality sector.
- ❖ Short-term methods, like social media marketing, hiring fairs, and staff augmentation firms can help companies quickly fill job openings.
- ❖ Businesses can find applicants who want to stay with the company for a long time by using long-term strategies, such as internal recruitment programs, the reputation of the company, and development and training initiatives.

“Thank You”



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