

Contents
Political
Economical
Social
Technological
Legal
Environmental
Marriott hotel recruitment and selection
Culture, equality and diversity
Performance management
Reference

London Marriott Hotel County Hall

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London Marriott Hotel County Hall opened in 1922.Redesigned in 2016 its guest room and suites capture the subtle essence of great british style.set in this stately stone building positioned at the foot of westminster bridge. located in bustling South Bank, steps away from Westminster Bridge. Occupying London's former City Hall, Marriott hotel embodies the city's storied history and quintessentially British spirit. Take in 180 views of the Houses of Parliament, Big Ben and the London Eye from our historic and iconic hotel. guest rooms and suites feature luxury bedding, pristine marble bathrooms and complimentary Wi-Fi; reboot in our state-of-the-art fitness centre and relax at our indoor pool. Dine at Gillray's Steakhouse & Bar, where you'll find over 100 gins and locally-sourced steaks from O'Shea's Butchers and enjoy award-winning High Tea in The Library. Dynamic business meetings and special events come to life at our hotel,

which boasts 7,071 square feet of elegant space with views of Westminster. Find a quintessentially British experience inside London's most photographed destination Book a tour and you will discover a unique combination of 1,000 years of history, modern day politics, stunning art and historical architecture. The tour allows you to travel the route taken by the Queen at the State Opening of Parliament and you'll also visit the majestic Lords Chamber before entering the Commons Chamber, the scene of many lively debates.

Political

Recruitment

There are two main stages involved here, analysing the job that is available and advertising it is the most appropriate way. When a vacancy occurs, it is necessary first to establish the need to fill it. The job may have changed or may not be required anymore. This is often a good chance for the company to review their recruitments and make changes to vacant jobs in the light of the external and internal environment relevant to the organisation

Selection method

As you can see some form of interview is still the most form of selection. Although there is no data from the 2009 survey, the 2008 CIPD survey suggested is still what most applicants expect

when applying for a job. this is rather curious because research (Schmidt and Hunter 1998, and Robertson and Smith 2001) has shown that interviews are a notoriously poor indicator of applicant potential and suitability for a job. Unstructured interviews where the candidate is encouraged to talk freely in response to an open question and where the questions may be different for each candidate, are particularly poor in accurately assessing the ability of the candidate. Structured interviews where the same set of questions are asked of each candidate and based around the requirements of the job are better indicators of suitability (Cooper 2003)

Recruitment and selection is a core element of HR activity in developing sustained competitive advantage for the organisation. In fact Taylor and Collins (2000) believe recruitment and selection is the most important part of HR work, this is because recruitment and selection determines who works in the organisation and shapes candidates' perceptions about other HR practices and the company in general. The knock-on effects of poor recruitment and selection may have long term consequences for an organisation. For example if an employee doesn't do good as expected in significant times spent on performance management issues, time spent on training that person to enable them to work more effectively and can result in loss in motivation for the individual and for those they work with. One of the most extensive pieces of research to date on the impact of recruiting and selecting poor performers has been carried out by Schmidt and Hunter (1998)

In today's dynamic business environment, it is longer acceptable for organisations to use recruitment and selection as a means of replacing departed employees. It is expected to be a means of acquiring people with the right skills, knowledge, experience and attitude to enhance the future of the organisation. In order to meet this tall order, recruitment and selection needs to be seen within the context of the overall environment that the organisation operates within. For example, a small high-tech company wishing to set up a business in a new area would need to consider the skill level of the local labour market, the age profile of the workforce, the availability of suitable premises in the area, the extent of customer demand for their product, employment regulations and so on.

Recruitment and selection should also be a two-way process. It is just as important for the candidate to get to know the company and see if they really want the job as it is for the company to discover if the prospective employee suits the business the business needs. Sadly some companies don't realise this and have experienced a mix of good and bad recruitments however a good company does realise the importance of this two-way process.

An example of good recruitment and selection is Microsoft, who have so many applications for each role they give plenty of information early so that people can see if the job will suit them. The British Army do the same, if you go on their website you can take an assessment and participate in 'virtual training' to see if the army would be the best choice for your career even before you look at the application procedure

So far the terms 'recruitment' and 'selection' have been used together but they are in fact distinct in that they involve different activities. Recruitment is the part of the process concerned with finding applicants. It requires positive actions by the employers to sell themselves in the relevant labour market to generate interest and applications of suitably qualified candidates. Selection is that part of the process which involves choosing between applicants and identifying who is the most suitable person for the current job and denying/rejecting the rest.

Recruitment- The process used to attract candidates

Selection- Choosing between applicants and looking who is suitable for the job

There is no one widely accepted definition of performance management but two descriptions which capture some of the key features which are:

It is now commonly agreed that performance management as a natural process of management contributes to the effective management of individuals and teams in order to achieve high levels of organisational performance. As such, it establishes shared understanding about what is to be achieved and an approach to leading and developing people which will ensure that it is achieved

A continuous process of identifying, measuring and developing the performance of individuals and teams and aligning performance with the strategic goals of the organisations'

Fundamentally, performance management seeks to encourage, support and sustain high performance at an individual, team and organisational level. The key characteristics of any performance management process are that is:

- Strategic
- Integrated: vertically and horizontally
- Flexible
- A continuous process, not a discrete event
- A tool to communicate the organisations strategy and objectives to all employees and facilitates a dialogue between employees and management
- Line manager owned and driven rather than being the sole responsibility of a specialist HR function

Performance management is strategic, in that it seeks to directly link individuals. Team and departmental objectives to the organisations goals and thus develop a shared understanding of how to improve organisational effectiveness. A recent CIPD discussion paper considered that performance management was about creating a line of sight between what the individual does and what the organisation needs. It is therefore both a communication tool and means of

engaging employees with the organisational goals. If an individual can identify and understand the contribution their job makes then they are more likely to be committed to the organisation and go that 'extra mile'. The implication, therefore, is that performance management must be designed and implemented within the context of the organisation. It must be tailor-made, and cannot be bought 'off the shelf' or borrowed from another organisation. A well designed performance management process should be flexible and enable the organisation to respond to the changing economic and competitive environment. In recessionary times it is a vital tool to maintain motivation and efficiency and deliver messages about how the organisation is performing and what might be done to improve performance. It is also a holistic approach to managing people and brings together many interrelated HR activities to help support and deliver effective performance such as induction, training and development, reward and recognition, performance appraisal, and capability procedures. Although often portrayed as a formal process with a series of stages and one-off events, performance management should operate as an ongoing, continuous cycle incorporating informal as well as formal activities. Line managers should be regularly managing and monitoring the performance of their employees, having formal discussions about progress and problems and providing regular feedback, rather than waiting for the annual performance review to take place. Performance management is, therefore, also a key mechanism to help managers manage, and it is the responsibility of the line to implement HR policies and practices which support the performance management process.

Work-life balance is not a new phenomenon, but has recently been high on Western governments' and corporate agendas, partly because of the changing needs and demands of the workforce (i.e. Millennials claim flexible working conditions that fit around other needs and interests they have in life) and partly as an initiative to produce a healthy, happy and productive labour force. Much work-life balance discussion has focused on 'family-friendly' policies and the challenges faced by people with young children. Traditionally the emphasis of work-life balance Discussion has been on women but many men also stand to benefit in their roles as fathers. A recent CIPD study in the United Kingdom (2005) found that almost half of those surveyed believed that they have struck the right balance between work and life outside work. However for those children, 35% claim that working long hours get in the way of their relationship with their children and among men the issue was particularly acute. The organisations have recognised the emerging trend and they are looking for ways to meet the changing needs of their employees.

Flexible working initiatives are a direct product of the work-life balance agenda. They include a wide range of arrangements, from part-time work, flexible days and hours, compressed workweeks, job sharing, work from home and career breaks, to maternity and paternity provisions.

Creating an organisational culture that supports the work-life balance with flexible working and family-friendly workplaces makes a good business sense and needs to be an aim for those organisations that want to remain competitive in the future. Flexible organisations are more attractive to employees and foster better motivation and retention of staff, which are the key

goals of HRM. Such organisations also boast higher productivity and costs savings. British Telecom, for example, claims that every year it adds £8million to its bottom line purely as the result of allowing more people to work from home, while their productivity increases by an average of 20percent.

Culture:-

The growing culture of work - life balance is not a new phenomenon, but has recently been high on western governments and corporate agendas, partly because of the changing needs and demands of the workforce.