



Prifysgol Cymru  
Y Drindod Dewi Sant  
University of Wales  
Trinity Saint David

# Managing People

**Module: Managing People**

**Code: LCBB5004**

**Lecture: Dr. Laila Maazouz**

**Student Name: Miroslav Penkov**

**Student ID: 2133625**

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# Introduction

The workers in the restaurant needs different type of skills and these skills help them in doing the work efficiently in the restaurant. To get talented people, restaurants had to follow some strategies which includes both short-term and long-term and following these help the restaurants acquiring talented people in the work.



# Short-Term Techniques

## Hiring People from the Spot

- Arrange recruitment program
- Taking interview on the spot
- Result will given after the interview





# Short-Term Techniques

## Referral Program

- Giving reference of the previous colleagues
- Referring friends of the employees
- People will get the opportunity for new job

# Short-Term Techniques

## Posting Job Vacancy

- Posting job vacancy on the social media
- Posting job vacancy on their website



# Long-Term Technique

## Making Partnership

- Contact with the culinary schools
- Hiring the top students
- Giving opportunity for internship



# Long-Term Technique

## Creating Brand Value

- Showcasing the work environment
- Benefits of the job
- Posting social activities



# Long-Term Technique

## Identifying Best Source

- Knowing the background of the existing employees
- Choosing candidates between different sources



# Monetary Incentive Method

## Competitive Remuneration

- Provide salary based on the experience and work
- Giving bonus
- Giving health insurance



# Monetary Incentive Method

## Sign-in Bonus

- Getting bonus for joining in the company
- Varying based on the position in the company
- Attracting more potential candidate



# Non-Monetary Incentive Method

## Recognition and Reward

- Giving recognition based on the performance
- Giving rewards to motivate employees



# Non-Monetary Incentive Method

## Arrange Training

- Arranging training for the new employees
- Provide training to the existing employees to increase their skills
- Attracting people focused on long term learning



# Conclusion and Recommendation

Different types of methods were discussed in the presentation and among them making partnership and creating a brand image was one of the main things for the restaurant. Ensuring these things will help restaurants to gain talented people in their restaurant and will be able to manage works effectively.

To attract and retain talented employees, the restaurant should focus on implementing referral programs, social media job postings, sign-in bonuses, and forming partnerships with culinary schools while also offering competitive remuneration, recognition, rewards, and arranging training programs for skill development.



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