

HUMAN RESOURCE MANAGEMENT

TOPIC: HRM REPORT ON ACCENTURE COMPANY

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EXECUTIVE SUMMARY

Accenture has a comprehensive recruitment strategy that involves sourcing individuals through various channels. Accenture uses targeted messaging and engagement tactics to recruit top talent and screens applicants through online examinations, interviews, and case studies. Selection is based on education, work experience, skills, and personal attributes, and onboarding includes online training, classroom sessions, on-the-job learning opportunities, and access to mentors and other resources.

Continuous learning and development are also offered to ensure workers have the skills and knowledge they need to thrive. Accenture's human resources management (HRM) priority area is recruitment, selection, and onboarding for various reasons, such as talent acquisition, competitive edge, employee engagement, and saving money. These areas can help Accenture attract and retain top people, create a strong and varied staff, and create a corporate culture based on client value creation, one global network, respect for the person, and stewardship. Additionally, they can decrease turnover and save money by investing in these areas. Accenture's HRM priorities include building a strong and diverse workforce, staying ahead of competitors, fostering a positive workplace culture, engaging employees, and lowering costs related to turnover and subpar job performance.

Weaknesses include inefficient recruitment procedures, selection bias, insufficient onboarding, high turnover, ineffective communication, and lack of clear and regular communication. These issues can lead to misunderstanding, annoyance, and ultimately a bad experience for everyone involved.

Accenture may incur a variety of detrimental effects if it has shortcomings in recruiting, selection, and onboarding, such as a reduced talent pool, poor employee retention, negative organizational culture, loss of reputation, financial expenses, and increased diversity. However, these activities can also benefit Accenture, its employees, and stakeholders by enhancing business performance, improving reputation, reducing turnover, and increasing diversity. Effective onboarding procedures can benefit employees, stakeholders, and the company's overall success and growth. It can provide opportunities for professional development, improved job satisfaction, stronger engagement, increased diversity, access to learning and development, better business outcomes, positive social effect, increased transparency, and increased confidence with stakeholders. Accenture's three main focuses of HRM are hiring, selecting, and onboarding.

These procedures are essential for developing a solid and diverse workforce, luring top talent, keeping them on board, promoting a healthy workplace culture, and lowering expenses related to employee turnover and subpar job performance. To ensure that these procedures are fulfilling the requirements of both the business and its workers, Accenture should speed the recruitment process, address selection bias, improve onboarding, reduce turnover, implement clear and consistent communication procedures, and create an internal platform or resource centre.



INTRODUCTION

Accenture is a worldwide professional services firm that specializes in consulting, technology, and outsourcing. The firm was created in 1989 and has operations in over 120 countries. Its headquarters are in Dublin, Ireland. The corporation is involved in a variety of areas, including communications, media, technology, financial services, health, public service, goods, resources, and utilities. Accenture's clients include Fortune 500 businesses, government agencies, and non-profit organizations from both the private and public sectors.

Accenture employs about 570,000 people globally and has a revenue of \$47.1 billion as of 2021. Accenture has been recognized for its corporate social responsibility activities, which include a focus on sustainability as well as diversity and inclusion. The firm has garnered multiple honours for its work in these areas, including being named one of the World's Most Ethical Companies for 13 straight years by Ethisphere Institute. Accenture has also been named a top employer in several nations, and it has garnered recognition for its working culture and employee perks.

OVERVIEW

Accenture is an international professional services firm that offers consulting, technology, and outsourcing services to customers across sectors. Recruitment, selection, and onboarding are essential components of the company's human resources strategy because they guarantee that the firm can recruit and retain top talent while also providing new hires with the information, skills, and resources they need to thrive.

Recruitment: Accenture has a comprehensive recruitment strategy that involves sourcing individuals through various channels such as job boards, social media, employee recommendations, and university recruiting events. To recruit top talent, the organization also uses targeted messaging and engagement tactics to create relationships with possible applicants. Once discovered, applicants go through a rigorous screening process that includes online examinations, interviews, and case studies.

Selection: Accenture places a high priority on selecting candidates who are a good fit for the company culture and values, as well as those who have the skills and experience needed to

succeed in their roles. The selection process is designed to be fair, objective, and transparent, with a focus on identifying candidates who have the potential to grow and develop within the company. Candidates are evaluated based on a range of factors, including their education, work experience, skills, and personal attributes.

Onboarding: Accenture's onboarding procedure is meant to help new recruits settle into their responsibilities and the corporate culture. The approach includes online training, classroom sessions, on-the-job learning opportunities, and access to mentors and other resources. New employees are often allocated a buddy or mentor to aid and direction while they adjust to their new position. Accenture places a high focus on continuous learning and development, offering workers regular training and development opportunities to ensure they have the skills and knowledge they need to thrive.

HRM PRIORITY AREA IN ACCENTURE

- **BENEFITS**

For Accenture's human resources management (HRM), recruitment, selection, and onboarding are crucial areas of attention for various reasons.

Talent Acquisition: Accenture, a multinational professional services firm, depends on its employees to provide clients with top-notch services. The organization can successfully attract and retain top people by prioritizing recruiting, selection, and onboarding.

Competitive edge: Accenture may have a considerable competitive edge in a highly competitive market due to its capacity to draw in and keep outstanding people. The organization can create a strong and varied staff that can help it stay ahead of rivals by giving priority to recruiting, selection, and onboarding. Accenture places a high priority on its corporate culture, which is based on its fundamental principles of client value creation, one global network, respect for the person, and stewardship. The organization may make sure that new workers share these values and contribute to a constructive and collaborative work environment by prioritizing recruiting, selection, and onboarding.

Employee Engagement: For employee engagement, recruitment, selection, and onboarding are crucial. Accenture may encourage a sense of engagement and commitment among its workers by giving new recruits the resources they need to thrive, including access to chances for training and development.

Saving money: Finally, from a financial standpoint, recruiting, selection, and onboarding are all crucial. Accenture may decrease turnover, which can be expensive in terms of both time and money, by investing in these areas. As new recruits who are successfully integrated into their responsibilities are more likely to succeed in their roles, it can also lower the expenses related to subpar job performance.

Overall, building a strong and diverse workforce, staying ahead of competitors, fostering a positive workplace culture, engaging employees, and lowering costs related to turnover and subpar job performance are all things Accenture considers to be critical HRM priorities.

- **WEAKNESS**

Recruitment procedure that is inefficient; When there are a lot of applications, the hiring process can be drawn out and time-consuming. Lack of resources, sluggish decision-making, or unclear communication with applicants can all cause delays for businesses.

Selection bias: Although unconscious bias has been eliminated, the selection process is still susceptible to it. Employers may pass over talented individuals because of their gender, colour, or other personal traits, which can result in a workforce that is less varied and inclusive.

Insufficient Onboarding: New recruits might not get the help and resources they need to settle into their jobs. Uncertain expectations, a lack of training, and restricted access to mentors or other support networks are a few examples of this.

High Turnover: New workers may be more likely to quit the firm if they do not give the appropriate assistance and materials during the recruiting, selection, and onboarding processes. A greater turnover rate might result from this, which could be expensive for the business.

Ineffective communication: Throughout the recruiting, selection, and onboarding processes, communication is essential. Lack of clear and regular communication among HR, recruiting managers, applicants, and new employees may cause misunderstanding, annoyance, and ultimately a bad experience for everyone involved.

- **NEGATIVE OUTCOME**

Accenture might possibly incur a variety of detrimental effects if it were to have shortcomings in recruiting, selection, and onboarding, including:

Reduced Talent Pool: A smaller and less varied pool of candidates may result from ineffective hiring practices or prejudice in the selection process. Because of this, the business may have a harder time luring and keeping great employees, which might eventually hurt its ability to compete.

Poor Employee Retention: Poor employee retention, which can be expensive for the organization, can be caused by inadequate onboarding or high turnover. Workflows might be affected, productivity can drop, and the bottom line of the business is eventually affected by losing skilled staff.

Negative organization Culture: A bad work environment might result from new workers who are not effectively integrated into the organization or who do not share its values and culture. As a result, productivity and overall performance may suffer, as well as staff engagement and morale.

Loss of Reputation: If the hiring, screening, and onboarding procedures are poorly managed, it may harm the business's standing as an employer. Potential hiring may be discouraged by negative evaluations or comments from candidates or workers, which can also make it more challenging for the business to find and keep top personnel.

Financial expenses: Finally, the organization may incur financial expenses because of recruiting, selection, and onboarding flaws. This might include lost productivity and income because of delays in filling crucial jobs, as well as costs related to employee attrition, rehiring, and retraining new hires.

ADVANTAGES

Recruitment, selection, and onboarding are essential activities that may benefit Accenture, its employees, and its stakeholders. The following are some of the most important good effects that can occur from these processes:

For Accenture:

Improved Business Performance: Accenture may enhance its overall business performance and produce better results for its clients by attracting and hiring top personnel via excellent recruitment, selection, and onboarding procedures.

Improved Reputation: Effective recruiting, selection, and onboarding procedures may assist Accenture in developing a positive employer brand and improving its reputation as a preferred employer.

Reduced Turnover: Accenture may decrease turnover and the related expenses of replacing workers by selecting and onboarding individuals who are a good match for the business culture and values.

Increased Diversity: Accenture may establish a more varied and inclusive workforce by actively seeking out and hiring employees from various backgrounds, which can contribute to better decision-making and business outcomes.

For Employees:

Opportunities for Professional Development: Effective onboarding may assist workers to understand the corporate culture and values, as well as offer them the resources and support they need to advance in their careers.

Improved Job Satisfaction: Accenture can assist guarantee that employees are content with their positions and feel inspired to contribute to the business's success by selecting individuals who are a good fit for the company culture and values.

Stronger Engagement: Effective onboarding may help workers become more involved with their work and the firm, leading to higher productivity and job performance.

Increased Diversity: Accenture may establish a more varied and inclusive workforce by actively seeking out and hiring employees from various backgrounds, which can contribute to better decision-making and business outcomes.

Access to Learning and Development: An effective onboarding process may give workers access to training and development opportunities, allowing them to gain new skills and information that will benefit both their careers and the organization.

For Stakeholders:

Better Business Outcomes: Accenture can produce better outcomes for its clients by recruiting and keeping top personnel through effective recruitment, selection, and onboarding procedures, resulting in stronger partnerships and higher business growth.

Positive Social effect: Accenture may contribute to a positive social effect by establishing a diverse and inclusive workforce, demonstrating its commitment to corporate social responsibility.

Increased Transparency: Accenture can establish confidence with its stakeholders and demonstrate its commitment to ethical business practices by ensuring that its recruiting, selection, and onboarding procedures are fair, objective, and transparent.

CONCLUSION

In conclusion, the three main focuses of HRM at Accenture are hiring, selecting, and onboarding. These procedures are crucial for developing a solid and diverse workforce, luring top talent, keeping them on board, promoting a healthy workplace culture, and lowering the expenses related to employee turnover and subpar job performance.

The recruiting, selection, and onboarding procedures must be effective, and fair, and give new recruits the tools and assistance they need to be successful in their positions. When carried out correctly, these procedures may benefit Accenture in several ways, including higher job performance, increased business reputation, and increased staff engagement and retention.

To make sure that these procedures are fulfilling the requirements of both the business and its workers, it is critical for Accenture to maintain the prioritization of recruitment, selection, and onboarding as HRM priorities. Accenture can maintain its competitiveness in the market and continue to draw in and keep great personnel by doing this.

RECOMMENDATIONS

speed the recruiting process: Consider introducing technological solutions, such as an applicant tracking system or AI-powered resume screening tools, to speed the recruitment process. Furthermore, offering regular feedback to candidates and having open communication channels can aid in keeping the process quick and transparent.

Address selection bias: By setting up unconscious bias training for recruiters and hiring managers, as well as evaluating selection criteria and interview questions on a regular basis to ensure they are objective and fair. In addition, actively seek out underrepresented applicants to help establish a diverse and inclusive talent pipeline.

Improve onboarding: Ensure that new recruits are provided with a clear onboarding plan that includes objectives and expectations, access to mentors or other support systems, and chances for continued training and growth. Consider scheduling frequent check-ins with new recruits to verify that they are settling into their jobs effectively.

Reduce turnover: By concentrating from the start on offering a pleasant applicant and employee experience, including open communication, successful onboarding, and chances for growth and development. Review turnover statistics and employee input on a regular basis to find areas for improvement.

Improve communication: Implement clear and consistent communication procedures throughout the recruiting, selection, and onboarding processes, including frequent updates to candidates and new hires. Consider creating an internal platform or resource centre where employees may have access to pertinent information and resources.

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