

PERSONAL RESOURCING AND DEVELOPMENT

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London Marriott County Hall

Westminster bridge road,London,Telephone number:-02079285200

INTRODUCTION:- Marriott hotel is the largest company in the world .London Marriott County Hall rebuild 2016.it is Westminster bridge road,it's all guest rooms and suits all are completely refurbished to the super and excellent decor.Views the london Eye ,the thames river ,st thomas hospitals and Big Ben, houses of parliament etc. Travelling is by bus ,waterloo train station ,and Westminster underground is walking distance . Marriott hotel headquarters in London.Marriott london county hall specialties hotels,meetings,weddings,fitness club and Restaurants and events.There 51-200 employees.special staff award of the year, winner award night got Laura manager (2019) or more Awards.

Political

Westminster parliament is a democracy. The Big political issue was Brexit in 2016.british people voted to leave the european Union referendum.The following year was in many ways a reaction to Brexit.lots of politically debates in parliament.finally 31st january 2020 brexit from european union but next 31st december 2020 waiting for deal or no deal or negotiation with european union or which is better for EU and UK people.could be more effect in hotel industry or other business from 2021.the government charges or tax luxury and star category of hotels.

Economic

London Marriott county hall economically well stays in the hotel. For example high speed internet, car parking in available space for customers, staff disability people access, indoor pool, gym and fitness classes, 24 hour room service etc. it is in between congestion charge and ULEZ charge. London is busy capital city too many people gathering, ULEZ charge for control the air pollution and congestion charge for reduce the traffic control, The minimum wages from april 2019 £8.21 25 year or over age, 21 -24 years £7.70, 18-20 year age £6.15, under 18 year age £4.35 and Apprentice £3.90 per hours .so many analysts believe the age of low interest rate is over.

Social

employment ,new associate hires and associate turnover in 2016, 63,140 new hires were made and global voluntary turnover including retirements was 17% at managed locations response, training and Education average hours, and aim upgrading programs associate skills and approximately 12000 training classes each year, which are formal learning programs 5400. Percentage of employees and career development reviews. local communities with operations engagement activities occur across our location. Established a network of 97 Marriott business councils composed of hotel leaders working together. diversity and equal opportunity in 2016, 47% of global workforce are men and 53% are woman, report are 2016 board directors 14 members, 10 are men, 4 are women.

Environmental

Energy requirements of products and service reductions in 2016 response, decreased by 2.4%. water withdrawal by source. 125.6 million cubic meters water consumption in 2016. such as wells and desalination own plants and rainwater and condensate capture for irrigation. Marriott scope 1 emissions were 1.28 million metric tons in 2016. The UK facing weather condition, climate change, weather affect to tourism, tourists come from other country or around the world to the UK. Most of the environmental factors in UK flood or natural factors earthquake.

Legal

Health and safety rules and regulation, the legal say every business should have fire equipment Work environment safety place to work .National insurance number and photo ID your right to work in the uk in your status. in legal way are pay right wages. multicultural people have the right to work if they are qualified.

Technology

Marriott technology example personalized app experience Mobile check in ,Marriott Bonvoy App, marriott piloted a technology that enables shower doors to record inspiration marked in condensation, the company recognized the growing popularity of text messaging when it launched the mobile requests feature on the Marriott app in 2015, enabling guests to chat directly with hotel associates. Marriott technologist growing up in the world.

Recruitment and Selection:-

As you can see some from of interview is still the most from 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 recruitments 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).

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

Marriott london county hall recruitment by online,linkedin,social media,facebook,twitter
Advising,qualification,personality,attitude,experience and responsibilities,apply for a job online.

Performance Management:-

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.

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.

Culture,equality and diversity

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. In the UK any companies are legally required to adhere to certain practices that ensure discrimination and expectation of equality are always met in the workplace, workers must be treated equally and be given the same set of source of their Race, Age, Sexuality or Disability. Having a diverse workforce means that the organisation can offer a wide range of ideas, resources, skills, and energy to the business to give it a competitive edge. The Employment Equality (Religious Discrimination) Regulations 2003/2007

Conclusion:-

Marriott London county hall including the Marriott company, is very high-tech. Marriott London county hall is a good location, high standard, recruitment policy good. more easier recruit employee people. staff has more facility, discount. or long terms working. Salaries offer very good. world wide company. famous band name largest hotel industry in the world. HR manager always monitored improved the recruitment and other staff increase the business. In Marriott promoted or demand if experience and qualified staff. Reward and recognition programs are therefore an important part of any through performance management system. such as bonuses and financial rewards. right tools to do their job property, good communication all staff, flexible working hours. staff holiday.

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2017 sustainability and social impact highlight

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