

Presentation on People Management

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*“New data for UK Hospitality in its latest Future Shock report, in partnership with CGA by Nielsen IQ, also shows the toll labour shortages have taken on business confidence, with **60% of business leaders no longer confident about recruitment.**”*

*“The 12th edition of Future Shock is focused on ‘Shaping the workforce of the future’ and, also reveals that more than a third of businesses **(35%) plan to simplify menus,** **32% have been forced to reduce their opening hours** and **13% have reduced opening days,** all because of staffing shortages.”*

Short Staff in Restaurant Operations.

- A huge number of restaurants failing to offer a good wage, benefits, and career growth opportunities. It is extremely hard for the industry to bring back and attract high-level workers again.
- According to the National Restaurant Association, the industry is still down 750 000 vacancies, that makes talent acquisition one of the most important for restaurants today.

OBJECTIVES:

To be attract potential candidates to work in the restaurant processes that contain causal and fine dining

- Identifying and explanation of **talent acquisition strategies**
(3 for short and 3 for long term)
- Identifying and explanation of **incentives methods**
(2 monetary and 2 non-monetary methods)

What is a Talent?

- Talent can be defined as possessed by high-potential few, but as well as something that everyone has.
- Talent may be born in or home-grown.

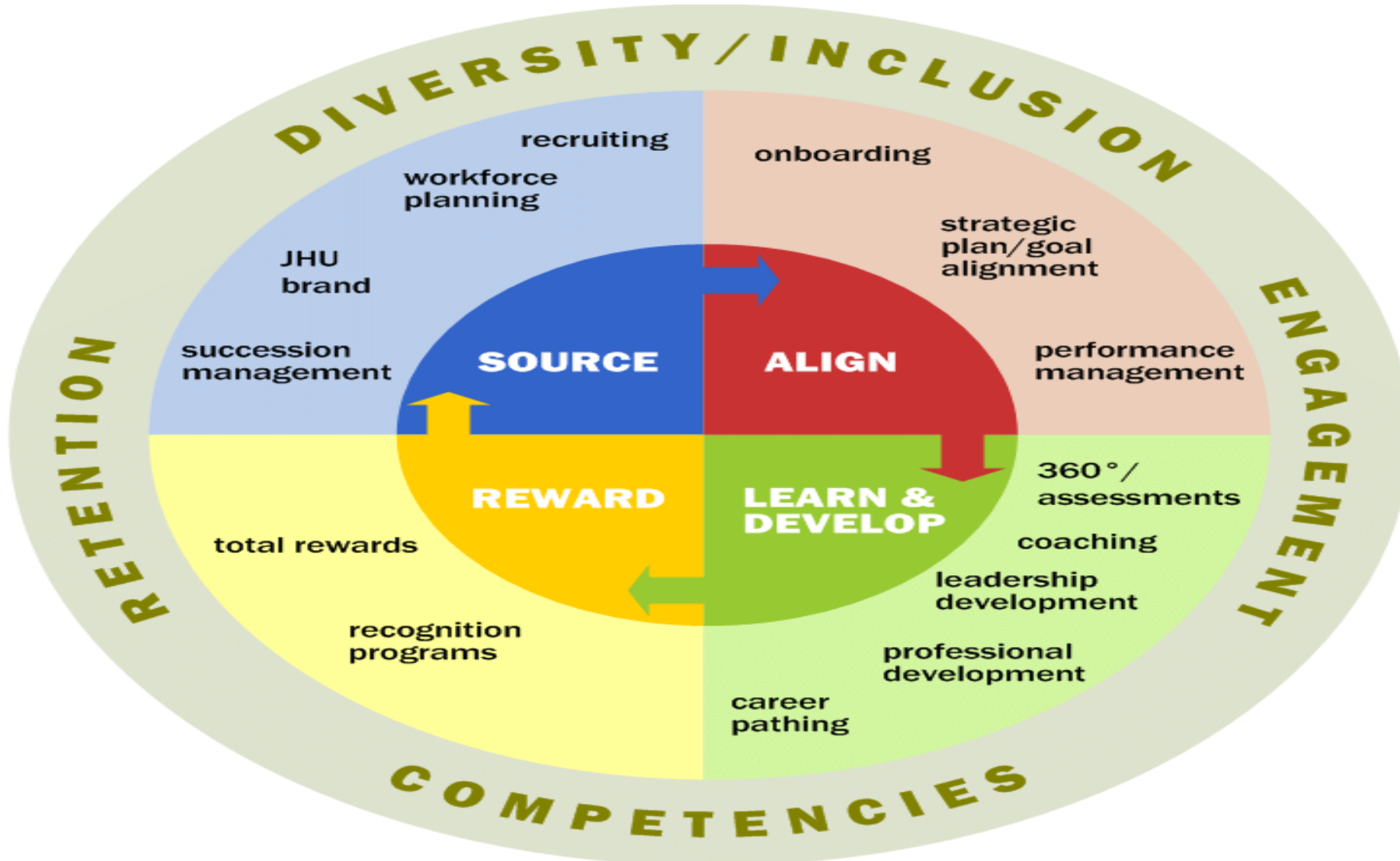
According to Stewart and Rigg (2011) there are three groups that organisations take to talent management.

1. The widest group, where everyone has talent and potential, that should be develop
2. A group in which talented is only the person who could make a huge improvements in the organisation's performance.
3. People, who will be taken in the organisation on future roles.

What is Talent Management?

- Talent management is a continuous process that include attracting and retaining high-quality employees, motivating them to get higher performance, developing their skills and knowledge.
 - Talent management helps you maximize the value of employees.
- Everyone who has talent should receive proper experience and prospects to continue to advance his abilities and growth.
- There are some methods for recognising talents - valuations or improvement centres, assessment results, 360-degree feedback and moreover.

Strategy in Talent Management



Recruitment or Talent Acquisition Strategies

- *Recruitment is to identify the open position and to fill it. It is quite simple and fast process.*
- *Talent acquisition strategy is more holistic and require longer period. It is procedure of attracting and recruiting talent, and includes planning, sourcing and hiring individuals into suitable positions in the workplace.*

Talent Acquisition Strategies

To be more efficient talent acquisition strategy are separate on short term and long-term strategy, depending what kind of workforce is needed, contingent or permanent.

- ***Short-term acquisition strategies*** are used when organizations need a resource for a short period or speedily fill up a critical role.
- ***Long-term acquisition strategies*** are used for hiring on a permanent position with specific skills and it sets for the future goals and values to the business. The organizations often arrange for these employee training, extensive onboarding, insurance, pension and other benefits.

Short Term Talent Acquisition Strategies

1.Appraise the required skills and time needed for acquisition

Analysing working gap, identify essential skills needed and set time limit will help the hiring process to be done successful and on time

2.Develop a clear job description that emphasizes role details

It is important the description to be up to date, accurate and with enough information about the role. Moreover, it is essential to engage your potential candidate, made him to feel that he is welcome and, on the right place.

3.Leverage suitable technology for immediate recruitment

Using technology is one of the best ways do not waste time in preparing job description, publishing job position, do assessments and interviews.

Long Term Talent Acquisition Strategies

1. Focus on better employer branding

The employer brand and organization's reputation has essential impact in hiring

Building a unique and reliable brand would attract top talent.

2. Internal employee referral program

Encourage employee to refer applicants. Because they are acknowledged with the organization's culture, vision and mission, they can offer candidates who make the best fit for the company. Furthermore, it will reduce time and low the costs.

3. Use online job portals

The organization can post job vacancies and proficiently start their staffing process. This will increase the social presence and help for wide horizons and attract talent.

Monetary Incentives Methods

Monetary incentives are financial motivations that inspire workers to volume up their performance and get to and over the set targets.

1. Increase in Pay or a Raise

Additional award that is based on performance.

This pay raise growth productivity, worker retention, heightens worker morale and motivation.

2. Retention Bonus

The employee receive bonus for staying with the company for a specific period and keep them to continue to work in the company.

Non-monetary Incentives Methods

Non-monetary incentives are bonuses that do not include money. They are extremely powerful and have psychological, motivating the employee to work harder or achieve more.

1.Recognition and praise

Everyone wants to be respected and valued as a person and his work to be appreciate.
In the restaurants operations it is almost impossible the staff to be full replaced by robots.

2.Flexible working hours

It suits on different people life and culture. Increase the pool of candidate.

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