

Managing People

LCBB5004

Individual Presentation

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Date of submission: 29.07.2023

Introduction

Organisations are aware of the crucial role of talent acquisition strategies in securing top-performing employees who can fuel their success in today's cutthroat business environment. Companies utilise a variety of strategies to draw in and keep competent workers, ranging from short-term measures that meet urgent hiring needs to long-term strategies centred on creating sustainable talent pipelines. Smart managers know the value of non-monetary rewards that appeal to employees' inner motivations and raise their level of job satisfaction in addition to the conventional monetary rewards. The significance of non-monetary incentive programmes in building a pleasant workplace culture, encouraging employee engagement, and ultimately boosting an organization's success is examined in this presentation.



TALENT
ACQUISITION
**GOOD
FIND**



Overview of Talent Acquisition Strategy

Organisations use a wide range of approaches and practises as part of their talent acquisition strategies to successfully find, attract, and hire highly qualified people. These tactics frequently involve an all-encompassing strategy that includes employer branding, proactive sourcing via job boards, social media, and professional networks, as well as the use of technology, like applicant tracking systems and AI-powered tools, to increase the effectiveness of the hiring process.

Short-Term Talent Acquisition Strategies

To quickly attract and hire people, a short-term talent acquisition plan uses immediate and tactical methods, such as improving job ads, using social media recruitment, or holding virtual career fairs.

01. INTERNSHIP PROGRAMS
02. SOCIAL MEDIA RECRUITING
03. RECRUITMENT ADVERTISING



Internship Programmes

Introducing or growing internship programmes can be a useful strategy to screen candidates and possibly hire high-performing interns on a full-time basis. Because interns have practical experience while working for the company, it is simpler to assess their abilities and cultural fit before making a full-time offer.



Social Media Recruiting

Engage with potential prospects by actively promoting job openings on various social media sites. Utilise social media platforms like LinkedIn, Twitter, Facebook, and Instagram to highlight the company's culture, values, and special possibilities to draw in passive job candidates who might not be actively seeking new positions.



Recruitment Advertising

Invest in online employment portals, sector-specific websites, and search engines for focused recruiting advertising. Job opportunities can reach a wider audience and spark interest among potential candidates with the help of well-written job descriptions and attractive adverts.

Long-Term Talent Acquisition Strategies

In order to continually attract and retain top talent in the future, a long-term talent acquisition strategy is very important. It focuses on creating a sustainable talent pipeline, cultivating relationships with potential candidates over time, and upgrading the employer brand.

01. TALENT RELATIONSHIP MANAGEMENT
02. EMPLOYEE DEVELOPMENT PROGRAMS
03. INTERNAL TALENT PIPELINING



Talent Relationship Management

Create and maintain relationships with possible candidates using a TRM system, even if there are no vacant positions at the moment. Keep your business at the forefront of their minds by interacting with them through newsletters, webinars, or networking occasions.



Employee Development Programmes

Spend money on internal mobility and employee development initiatives to provide present workers room to advancements. This not only raises employee morale but also draws in candidates from outside who appreciate career progression chances..



Internal Talent Pipeline

Find and develop high-potential workers within the company who can be shaped for upcoming leadership positions or specialised positions.



INCENTIVE MOTIVATION

Overview of Incentive Methods

Organisations use incentive schemes as a way to encourage and reward people for their work, and to boost morale and productivity. They might be monetary or non-monetary, and they can consist of stock options, bonuses, commissions, and profit-sharing. Employee engagement, loyalty, and job satisfaction are increased with effective implementation.



Monetary Incentive Methods

Spot Awards

Spot awards, often known as one-time cash bonuses or presents, are presented to employees for exemplary performance, achievement, or going above and beyond their regular duties.

Performance-Based Pay Increases

Salary increases that are linked to an employee's performance are known as performance-based pay increases. Employees who perform above average are given higher raises than employees who perform below average.



Non-Monetary Incentive Methods

Regulation and Appreciation

Recognise and value employees' efforts and accomplishments regularly, whether orally or in writing, or in public forums like team meetings or company-wide announcements.

Opportunities for Skill Development

Through workshops, training programmes, mentoring, and job rotations, provide employees with chances for personal and professional development. Investment in their professional development demonstrates the organization's value in their long-term growth.

Conclusion

Combining short-term and long-term plans, talent acquisition focuses on filling hiring gaps and developing competent employees. By enhancing employee satisfaction, engagement, and loyalty through the use of non-cash rewards, employers may foster a successful workplace environment. Organisations may develop a strong employer brand, draw top people, and keep a competitive edge in the job market by investing in talent acquisition and fostering a supportive workplace.

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