



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

Welcome to the Presentation

Module: Managing People

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Module Coordinator: Afzal Munna

Student Name: Kremena Terzieva

Student ID : 2130929

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Introduction



In this presentation, six different talent acquisition strategies for the short and long term will be explained, along with four different incentive programmes (both monetary and nonmonetary) that draw candidates to work in the restaurant business's casual and fine dining operations.

Short-Term Talent Acquisition Strategy 01: Youth Mobility Scheme



Managers can take advantage of this programme as a manager of talent acquisition by actively seeking out and hiring young people from EU nations who are qualified to participate in the operations of restaurants (Mayhew and Anand, 2022).

To attract potential candidates from EU countries, it can be very effective to highlight the positive aspects of the company, such as its reputation, training and development opportunities, and employee benefits.

Short-Term Talent Acquisition Strategy 02: Leveraging the Shortage Occupation List

Managers can target my talent acquisition efforts on positions that are known to be in high demand and experiencing a lack of talented people by utilising the Shortage Occupation List (Conference Board, 2022). This strategy increases the possibility of recruiting suitable applicants to fill urgent positions in the short term and enables effective resource allocation.



Short-Term Talent Acquisition Strategy 03: Partnering with Apprenticeship Programs

Short-term collaborations with apprenticeship programmes and schools of higher learning are something I can look into.

By providing apprenticeships, I can attract applicants who are eager to learn and get practical experience while taking care of my restaurant's urgent staffing needs.

Long-Term Talent
Acquisition Strategy 01:
Employer Branding and
Employee Value
Proposition (EVP)

Highlighting the special aspects of working in restaurants, such as a supportive work environment, possibilities for career advancement, adaptable hours, or employee rewards can promote a favourable image and draw potential candidates who share similar cultural ideals (Doran and Merrill, 2022).

Long-Term Talent Acquisition Strategy 02: Talent Pipeline Development



Managers can recruit and develop talent from an early stage by providing hands-on training and development programmes, guaranteeing a pipeline of qualified people who have an interest in pursuing a career in the restaurant sector (Chun and Evans, 2022).

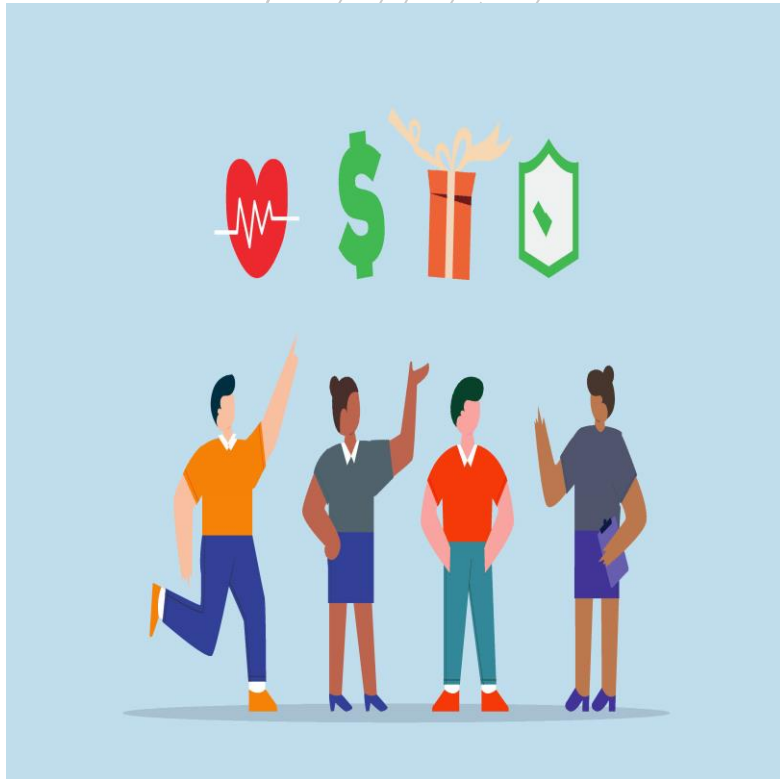
Long-Term Talent Acquisition Strategy 03: Employee Referral Program

Implementing a recommendation programme for employees can help me use my current personnel to find suitable applicants.

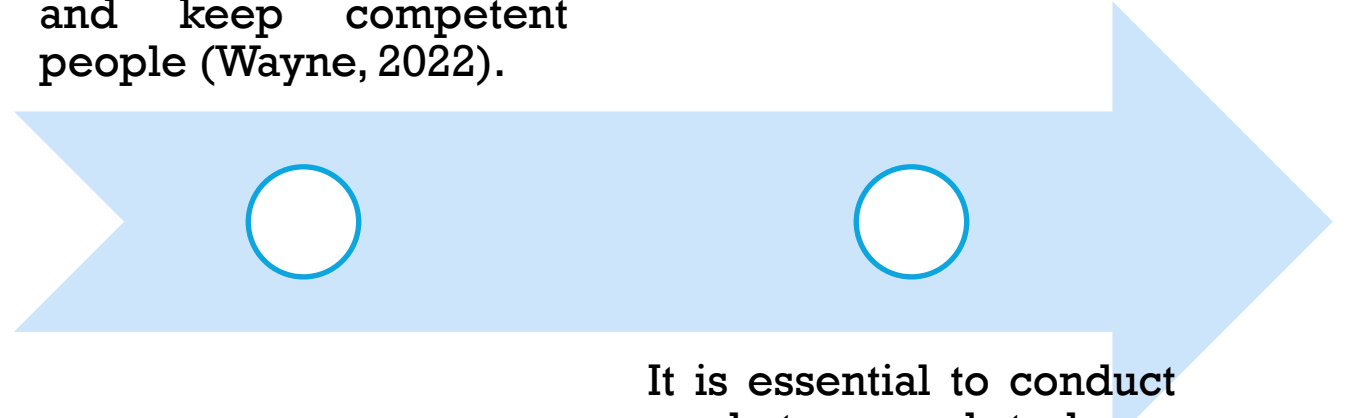


Effective referral incentives or awards can be given to staff members who recommend suitable individuals who are employed and complete a probationary term (Christiansen, 2023).

Monetary Incentive Method 01: Competitive Compensation Packages



A vital monetary strategy for the restaurant sector is to offer competitive salary packages to draw and keep competent people (Wayne, 2022).

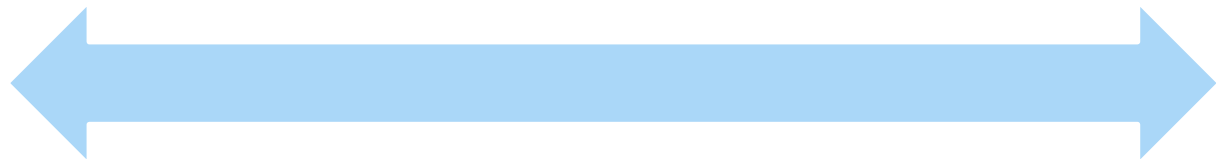


It is essential to conduct market research to learn the typical pay and rewards offered by rivals in the UK.

Monetary Incentive Method 02: Performance-based Rewards



Linking monetary incentives directly to individual or group performance measures like customer satisfaction ratings, sales objectives, or productivity levels is a successful strategy (Mathis, 2022).



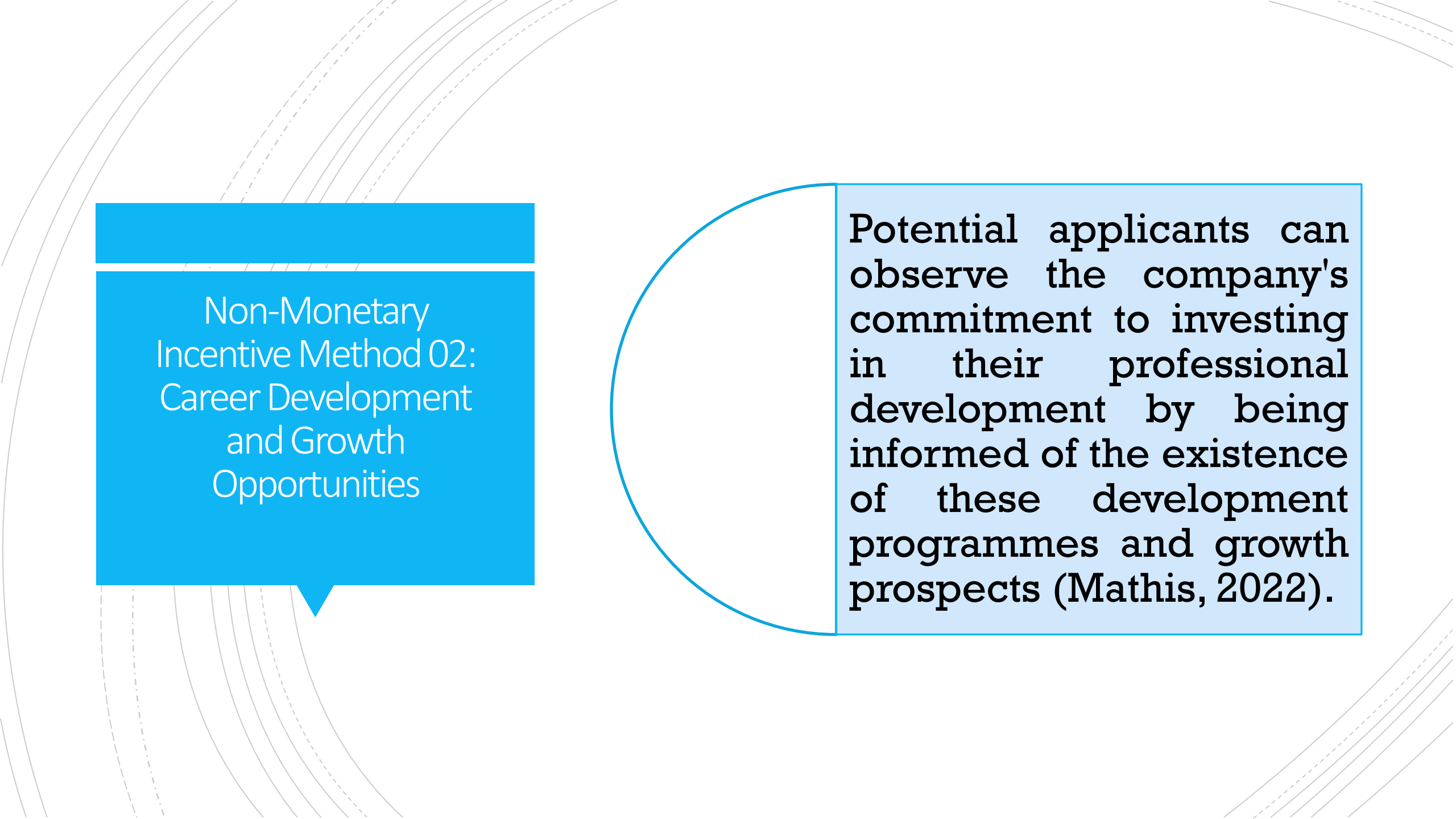
Non-Monetary Incentive Method 01: Emphasis on Work-Life Balance and Flexible Schedules

The restaurant business is known for its hard and sometimes erratic work schedules.



Job's attractiveness can be enhanced to individuals who value their personal lives and desire flexibility in their work schedules by emphasising work-life balance and offering flexible scheduling options (Wayne, 2022).



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Non-Monetary Incentive Method 02: Career Development and Growth Opportunities

Potential applicants can observe the company's commitment to investing in their professional development by being informed of the existence of these development programmes and growth prospects (Mathis, 2022).

Conclusion

It can be concluded that restaurant companies can position themselves as desirable employers and overcome the problems of a labour shortage by putting into place effective talent acquisition strategies, and attractive incentives, and pushing for industry-wide reforms.

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