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Subject Name :
Managing People

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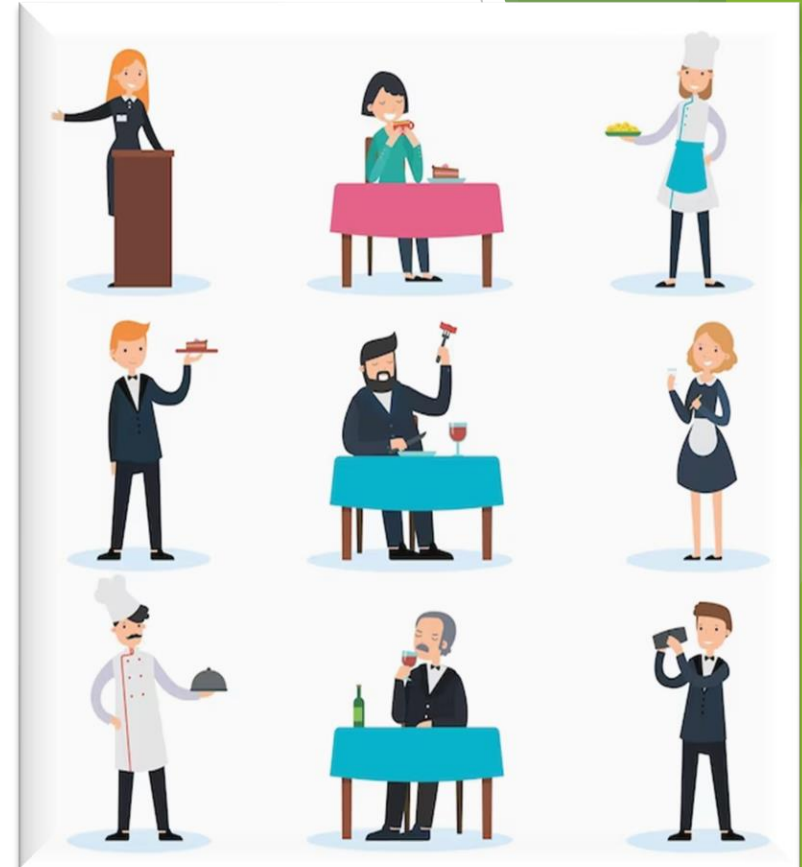
TALENT AQUISITION

Talent Acquisition deals with the strategies , tactics for identifying, recruiting and retaining the human resource required by any other organisation



INTRODUCTION

- Effective restaurant staff management procedure involves various strategies
- Accurate talent acquisition strategies and incentive methods are supports to create talent pool (Amushila and Bussin, 2021)
- Sourcing the right candidates and conducting orientation is not easier (Kichuk, Brown and Ladkin, 2019)



SHORT TERM TALENT ACQUISITION STRATEGIES

1. *Candidate-centric approach*

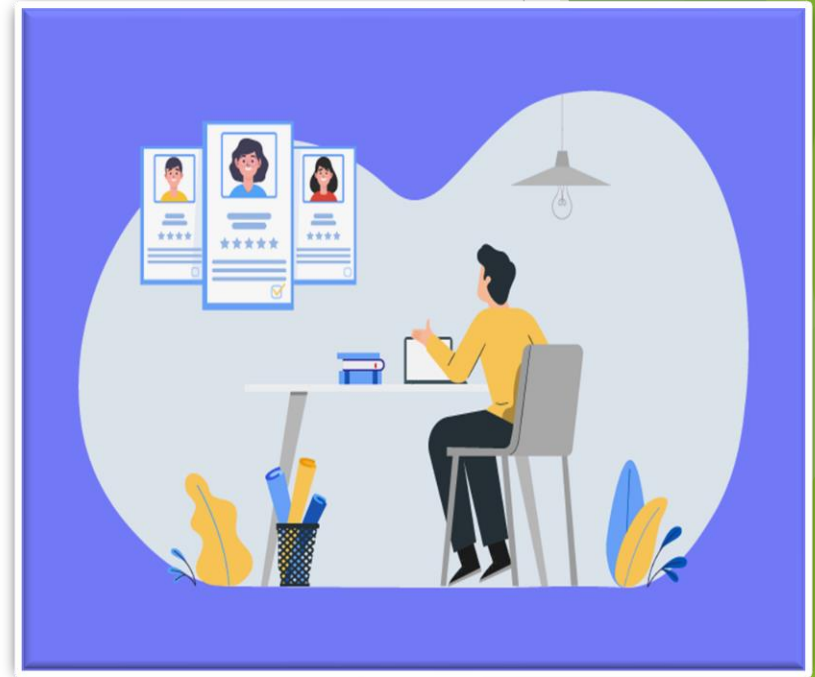
- Crafting a cohesive and Candidate-centric approach recruitment process provides candidates with great insight into the organisation's vision (Azizi *et al*, 2021)
- This process supports informing candidates about the status of their application
- Effective for showing respect for the time of the applicants



SHORT TERM TALENT ACQUISITION STRATEGIES

2. Competency Framework

- A competency framework is an important strategy of talent acquisition for HR in the hospitality industry (Younas and Waseem Bari, 2020)
- This process supports the recruitment process with an organisational goal (Hongal and Kinange, 2020)
- Highly supportive of talent acquisition for open job positions



SHORT TERM TALENT ACQUISITION STRATEGIES

3 . *Job Advertisement in a professional journal*

- This is preferable as it is effective to add high speed to the talent acquisition process (Johnson, Stone and Lukaszewski, 2020)
- Urgent recruitment for any vacancy is effectively fulfilled by this strategy
- Professional journal advertisement is effective to attract talented and experienced candidates



LONG-TERM TALENT ACQUISITION STRATEGIES

1 . Agility

- Agile workforce practices are highly supportive for attract top talent
- Agility can be provided by flexible work arrangement and foregrounding work-life balance (Xing *et al*, 2020)
- Need to invest in the well-being of employees



LONG-TERM TALENT ACQUISITION STRATEGIES

2. Leveraging Data and Analytics

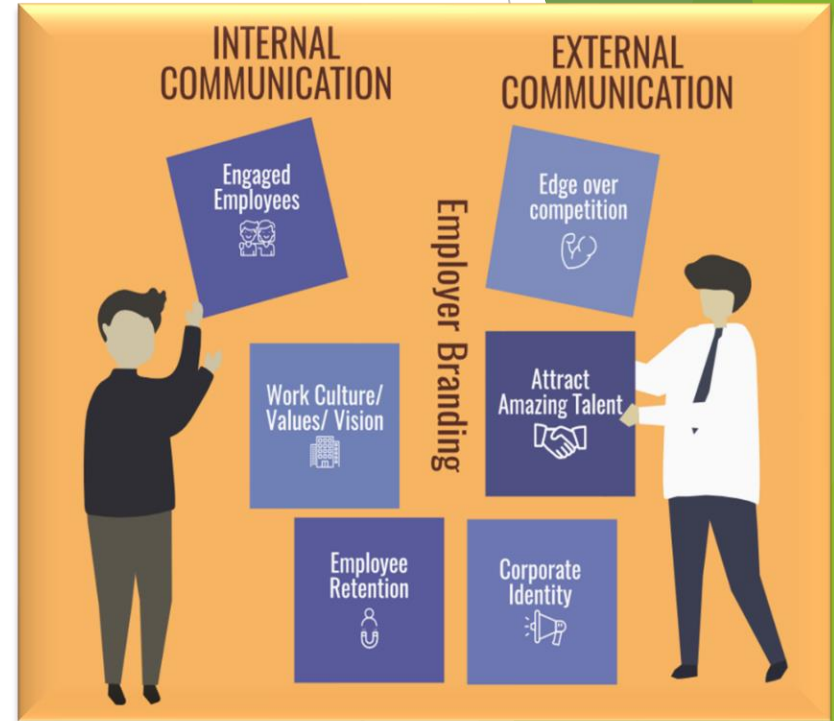
- Insights from the data of applicants can be compared to understand the efficiency of fulfilling the job role requirements (Latif *et al*, 2020)
- Predictive analytics is supportive to identify potential success stories of applicants (Aversa, Hernandez and Doherty, 2021)
- A more informed decision process can be implemented



LONG-TERM TALENT ACQUISITION STRATEGIES

3 .Building a Strong Employer Brand

- Investment in an excellent employer brand is the strongest long-term strategy
- According to Reis, Sousa and Dionísio (2021), a strong employer brand is effective to reduce employee turnover rate by 28%
- Cost per hire is also reduced by 50% due to higher reputation (Monteiro *et al*, 2020)



TWO MONETARY INCENTIVE METHODS

1 .Profit Sharing

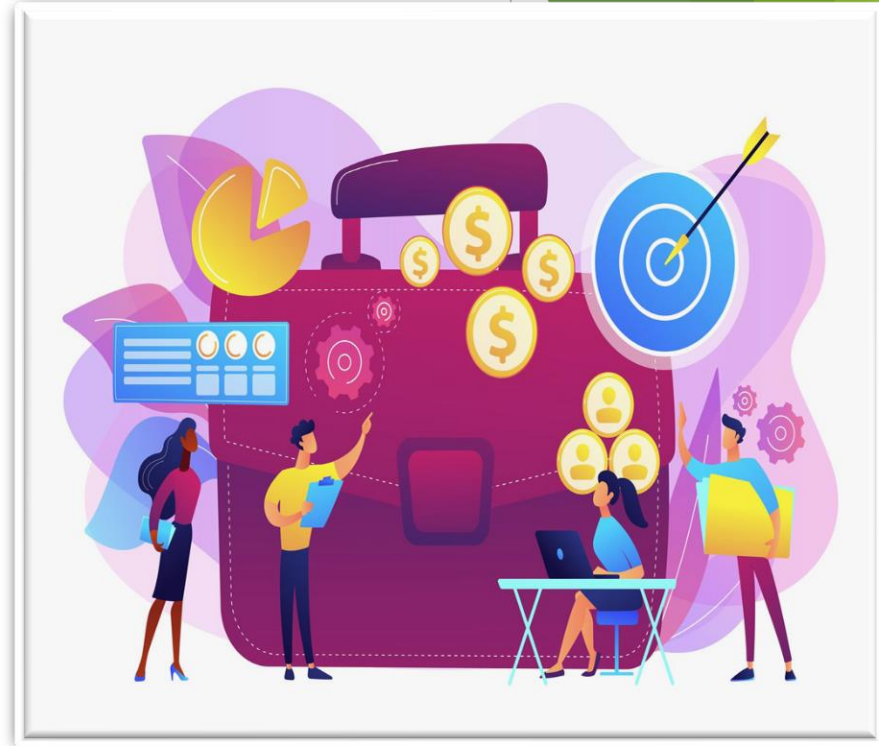
- A profit-sharing plan is a monetary incentive method in which businesses give direct payments or indirect payments to employees (Tiefenbeck *et al*, 2019)
- Effective to provide restaurant staff with a sense of ownership
- Profit sharing decreases employee turnover rate and increases productivity



TWO MONETARY INCENTIVE METHODS

2 . *Incentive Bonus*

- Incentive bonuses are an additional payment other than the normal salary
- The extra financial cushion of the Incentive Bonus is given to the staff of the restaurant for achieving their performance goal (Grilli and Curtis, 2021)
- Incentive bonuses are the best way to ensure employee loyalty



TWO NON-MONETARY INCENTIVE

1 . Training and Education

- A non-monetary incentive is to reward restaurant staff for excellent performance through opportunities (Qader, 2021)
- Training and education is one of the significant non-monetary incentives to embrace some healthy competition to increase productivity (López, Sicilia and Verlegh, 2022)
- Restaurant operational systems need to train employees with an array of educational programs and methods



TWO NON-MONETARY INCENTIVE METHODS

2 . *Sabbatical*

- Sabbatical is a significant non-monetary incentive for restaurant employees as the employees need to perform under huge pressure (Nica, Huru and Şanta, 2021)
- Sabbatical is a break that professionals take from their job (Farzana, 2020)
- There is no such specific age for an employee for choosing to take a sabbatical



RECOMMENDATION

- ▶ The recommendations are as follows
- ▶ Investment required to create a high trust culture to positively influence the employee retention
- ▶ Training and development of organisational people in expected way to enhance employee performance (Farzana, 2020)
- ▶ Praise accomplishment and reward success and effort need to be arranged on monthly bases



CONCLUSION

Long-term and short-term talent acquisition processes are decided based on the requirement and urgency of recruitment

- Non-monetary and monetary incentives vary in their roles, appropriateness, and effectiveness, and based on the types of incentives
- However, talent acquisition strategies and incentive methods are the most important components of managing the staff crisis-related issues

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THANK YOU!