

MANAGING PEOPLE WHO ARE HARD TO MANAGE



Mohirta Constantin Laurentiu 2030333

TABLE OF CONTENTS

- Introduction
- 1) Identify and explain six different talent acquisition strategies
- 2) Identify and explain four different incentives methods
- Conclusion
- References

INTRODUCTION

- The success of restaurant operations greatly depends on attracting and retaining top talent in the industry.
- In this response, this presentation will discuss various talent acquisition strategies and incentives, including monetary and non-monetary methods that a restaurant group can use to attract potential candidates.



(Caputo, et. al., 2019)

1) IDENTIFY AND EXPLAIN SIX DIFFERENT TALENT ACQUISITION STRATEGIES

Short-term Talent Acquisition Strategies:

- Social Media Recruitment
- Employee Referral Programs
- Job Fairs



(Kankanamge, et. al., 2020)

CONTD...

Long-term Talent Acquisition Strategies

- Employer Branding
- Talent Pipeline
- Employee Development Programs



(Smith and Plunkett, 2019)

2) IDENTIFY AND EXPLAIN FOUR DIFFERENT INCENTIVES METHODS

Monetary Incentive Methods:

- **Signing Bonuses:** A signing bonus is a one-time payment offered to new employees when they accept a job offer.
- **Performance-Based Bonuses:** Performance-based bonuses are another effective monetary incentive for attracting and retaining top talent.



(Franken, et. al., 2020)

CONTD...

Non-Monetary Incentive Methods:

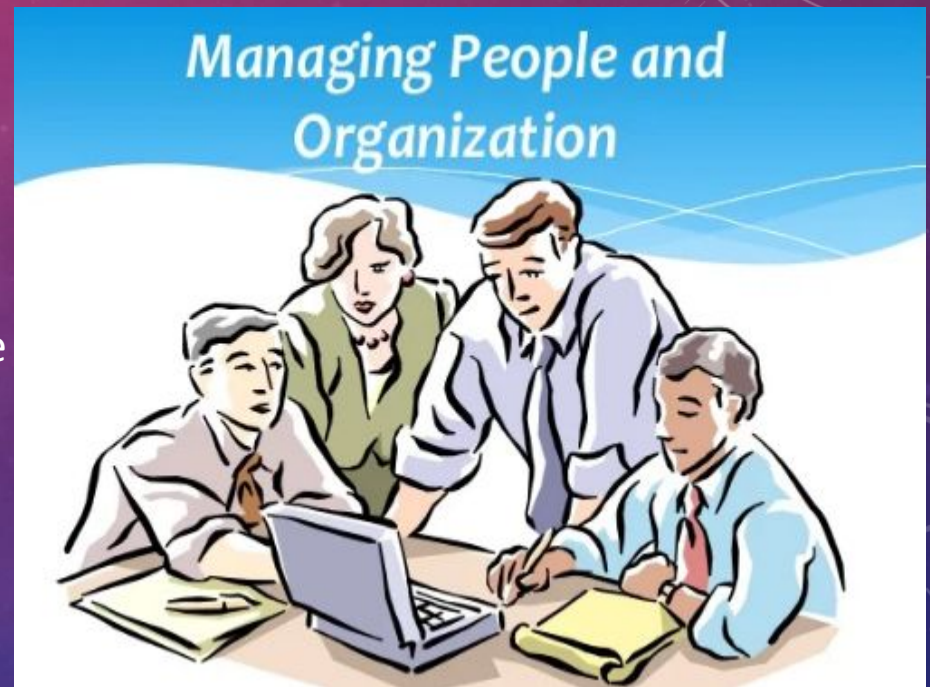
- **Work-Life Balance:** A non-monetary incentive that is becoming increasingly important to potential candidates is work-life balance.



(Mousa and Othman, 2020)

CONTD...

- **Career Development Opportunities:** Career development opportunities are another effective non-monetary incentive for attracting and retaining top talent.



(Nikiphorou, et. al., 2021)

CONCLUSION

- In conclusion, effective talent acquisition strategies and incentives are essential for the success of restaurant operations.
- By identifying and implementing the right mix of monetary and non-monetary incentives.



(Nikiphorou, et. al., 2021)

REFERENCES

- Baptista, J., Stein, M.K., Klein, S., Watson-Manheim, M.B. and Lee, J., 2020. Digital work and organisational transformation: Emergent Digital/Human work configurations in modern organisations. *The Journal of Strategic Information Systems*, 29(2), p.101618.
- Caputo, F., Garcia-Perez, A., Cillo, V. and Giacosa, E., 2019. A knowledge-based view of people and technology: directions for a value co-creation-based learning organisation. *Journal of Knowledge Management*, 23(7), pp.1314-1334.
- Duggan, J., Sherman, U., Carbery, R. and McDonnell, A., 2020. Algorithmic management and app-work in the gig economy: A research agenda for employment relations and HRM. *Human Resource Management Journal*, 30(1), pp.114-132.
- Franken, E., Plimmer, G. and Malinen, S., 2020. Paradoxical leadership in public sector organisations: Its role in fostering employee resilience. *Australian Journal of Public Administration*, 79(1), pp.93-110.
- Kankanamge, N., Yigitcanlar, T. and Goonetilleke, A., 2020. How engaging are disaster management related social media channels? The case of Australian state emergency organisations. *International Journal of Disaster Risk Reduction*, 48, p.101571.
- Mousa, S.K. and Othman, M., 2020. The impact of green human resource management practices on sustainable performance in healthcare organisations: A conceptual framework. *Journal of Cleaner Production*, 243, p.118595.
- Nikiphorou, E., Santos, E.J.F., Marques, A., Böhm, P., Bijlsma, J.W., Daien, C.I., Esbensen, B.A., Ferreira, R.J., Fragoulis, G.E., Holmes, P. and McBain, H., 2021. 2021 EULAR recommendations for the implementation of self-management strategies in patients with inflammatory arthritis. *Annals of the rheumatic diseases*, 80(10), pp.1278-1285.
- Smith, A.F. and Plunkett, E., 2019. People, systems and safety: resilience and excellence in healthcare practice. *Anaesthesia*, 74(4), pp.508-517.
- Walker, D. and Lloyd-Walker, B., 2019. The future of the management of projects in the 2030s. *International journal of managing projects in business*, 12(2), pp.242-266.