

Managing People

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Introduction

01

Investigating the significance of having an effective talent acquisition strategy

02

Emphasizing workforce planning, employer branding enhancement, and recruitment process efficiency as critical success factors in talent acquisition strategies

03

Underscoring talent acquisition's vital role in long-term growth and competitiveness

Why business leaders no longer confident about recruitment



Talent Shortages



Skill Gaps



High Employee Turnover Rates

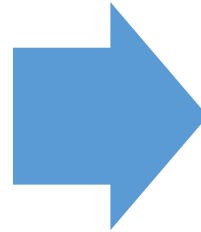


Cultural Fit Issues

(Mosley, 2007)

Talent Acquisition Strategies

Organizations' proactive methods for recruiting top candidates for employment positions (Hongal and Kinange, 2020).



Striving to establish an expansive and diverse talent pipeline

Significances of Talent Acquisition Strategies



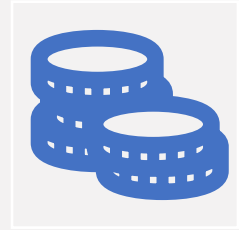
Access to Talent



Strategic Workforce
Planning



Increased Employer
Branding



Cost Efficiency

Short term Talent Acquisition Strategies



Temporary Staffing and
Contract Hiring



Talent Pool Activation



Rapid On-Campus or
Virtual Hiring Events

Long Term Talent Acquisition Strategies



- Employer Branding and Employee Value Proposition
- Internship and Apprenticeship Programs
- Talent Development and Career Progression

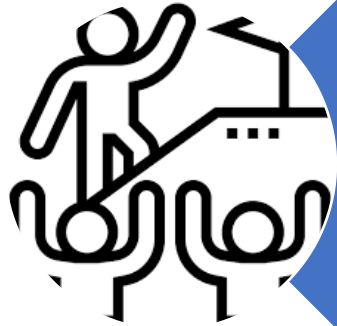
(Johnson, Stone and Lukaszewski, 2020)

Incentives Methods

Plays an essential role
in recruiting and
retaining employees
(Pandita, 2021)

Take the form of both
financial rewards as
well as non-financial
benefits

Monetary rewards



Competitive Base Pay and
Tipped Positions



Establish Performance-
Based Bonuses and
Incentive Programs

(Pandita, 2021)

Non-monetary rewards



Promote Unique
Culinary and Dining
Experiences



Fostering a Positive
Work Culture and
Team Environment
in Restaurant

(Qader, 2021)

Conclusion



Implementing an effective talent acquisition strategy is central to recruiting top talent



Companies that prioritise employer branding and efficient recruitment processes can attract and retain top hires



Any Questions?



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