

## **Introduction Task 1**

The Chartered Institute of Personnel and Development (CIPD) career map is your underpinning for successful HR management. This is a characteristic tool for evaluating, enhancing and outlining the various skills of human resources both at a personal and organizational level. The CIPD has as its main objective to create a strategy and in-depth solutions, with different aspects, to resource professionals. Within the CIPD map we can find eight behaviors for human resources. These behaviors are defined as fundamental for human resources professionals and are very important to practice this profession.

The Career Map establishes a worldwide reference point for people's careers, where I can use this tool to value my place, to create a serene environment and drive for better change in my organization.

### **The eight behaviors**

The eight behaviors of the CIPD map are defined as fundamental to ensure that human resources professionals are able to allow them to create and give value to their profession, but also to create quality for people and for the whole organization.

The behaviors are:

#### **Courage to challenge**

As argued by (r1) the courage not is the absence Of fear, but the deed Of fear. In the profession of the resources human, this it means Do that is thatisethical, independently from fears or reserves on work or on how the people the they perceive.

As indicated on the CIPD (2016) it is important to question, the courage to do so is one of the qualities required for HR professionals. The discussion can be about equals and inequalities, about the treatment of people and about making the workplace more humane.

(R1)[https://bibliu.com/app/#/view/books/9780749498283/epub/content/29\\_chapter17.html#page\\_288](https://bibliu.com/app/#/view/books/9780749498283/epub/content/29_chapter17.html#page_288)

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## **Being Curious**

One of the most important behaviors for HR professionals is curiosity. (r1). Professionals are always required to do research and stay up to date before proceeding with a person or employee assessment. According to (R2) curiosity on a professional level means exploring, discovering, being interested in the ongoing experience itself. This behavior, for example, helps to avoid errors of reactions and critical judgments from only one point of view, but it helps to try to understand and evaluate the point of view from many more sources.

(r2)<https://www-vlebooks-com.ezproxy.uwtsd.ac.uk/Product/Index/392637?page=0>

(r2)[https://bibliu.com/app/#/view/books/9780749498283/epub/content/44\\_chapter29.html#page\\_524](https://bibliu.com/app/#/view/books/9780749498283/epub/content/44_chapter29.html#page_524)

## **Safe thinker**

It is important for an HR professional to be a strong thinker and move quickly when making decisions(r1).

In a constantly evolving world of work, for the CIPD map decisions must also be taken by evaluating the context and the situation under consideration. We need to go and evaluate all the risks and their impact in the future.

r1<https://www-vlebooks-com.ezproxy.uwtsd.ac.uk/Product/Index/392637?page=0>

## **3. Skilled Influencer**

According to the CIPD map of professions (WEB), being a skilled influencer means having the ability to influence others in an environment, giving importance to one's voice when it comes to decision-making strategies and corporate actions.

The professional must be a good influencer to be able to build a solid relationship with others and must understand the people around him. He must understand the opinions, concerns and needs of others in order to use the most effective approaches to communicate in order to obtain the best results.

#### 4 and 5. Role model and personally credible

These two behaviors are connected to each other, since if the credibility of a person within an organization is a well-known, reliable and responsible person, this leads the person to become a role model in terms of behavior(r1) .

In the professional world of HR, one of the tasks is often to develop policies and create guidelines, rules and codes of conduct. It is therefore important that professionals be the first to demonstrate that they believe in the same rules and behavioral models that must be respected in the workplace.

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<https://r4.vlereader.com/Reader?ean=9780782151459>

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#### 7. Motivate yourself

In the HR profession, being self-motivated is a very important factor because it can help you develop strength and determination. Having high levels of self-motivation in the workplace, it will become apparent that you always want to reach higher and higher goals and that you are working harder to be more and more successful. According to (R1) people manage to reach leadership in a short time it is because they are able not only to motivate themselves to undertake challenges, but they are also able to motivate others to undertake similar challenges or difficult situations for collective growth.

R(1)<https://www-vlebooks-com.ezproxy.uwtsd.ac.uk/Product/Index/18238?page=0>

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#### 8. Collaborative

One of the central pillars of HR professionals' behavior is collaboration, especially considering the fact that they work in contact with people every day and have to communicate continuously with the whole organization.

Second (r1) Collaboration leads two individuals or a group of people to work together to

achieve a common goal, by sharing their ideas and skills they can achieve much more effective results.

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### **Importance of the CIPD map internationally.**

The CIPD career map has unique significance as it helps HR professionals buy strategies to make their role more efficient, more competitive and resilient within any business environment. Below, the evaluation of some strategies that can be applied globally.

#### **Learning and development**

According to CIPD(XXX) learning and development comes as the ability of the HR team to develop individual and organizational knowledge to meet strategic requirements.

Developing this aspect by HR professionals in the company is one of the main objectives of every organization. This is one of the most important assets of modern companies and is one of the main success factors(r1).

R1 <https://ebookcentral.proquest.com/lib/trinity/detail.action?pq-origsite=primo&docID=6108840>

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#### **Employee relations**

The HR professional must ensure that the activities comply with the regulations, protecting the rights of employees and actively reiterating to all organizational entities what the legal guidelines regarding behavior in the workplace are (R1).

The CIPD identifies a human resources professional with good employee relations as being able to ensure that relationships between individuals and collective groups with organizations are managed appropriately and that this is done within the boundaries and standards of the organizational culture,

policies and the law (CIPD, xxx). This leads to a healthy and positive work environment and a productive and serene work environment.

R1-238 <https://ebookcentral.proquest.com/lib/trinity/reader.action?docID=6108840>

### **Performance and rewards**

As argued by (r1) incentives are directly linked to the results of an organization. That is, greater incentives equal better results. Therefore, Human Resources professionals must think about implementing reward systems and value all the services that result from an indirect investment in company efficiencies.

The CIPD explains the importance of programs and schemes that provide employees with rewards and recognition, and how HR professionals should be able to create comprehensive or comprehensive reward systems, including salary and other financial benefits, as well as non-financial benefits, such as providing the employee the opportunity for self-actualization.

R1- 422 - <https://www.vlebooks-com.ezproxy.uwtsd.ac.uk/Product/Index/392236?page=0>

### **Conclusion**

The behaviors specified by the CIPD map of professions are necessary when it comes to being successful in this profession. Very often professionals struggle in this field not because of a lack of skills, knowledge or certifications, but rather because they lack one or more of the critical behaviors that make and give an edge in the profession.

The CIPD map of professions helps professionals to actively promote values within the organization, implementing strategies to enhance and test the entire organizational environment in order to have a serene and above all productive and efficient environment.

### **Introduction Task 2**

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The UK has seen many job vacancies in a variety of sectors in recent years. One of the most affected sectors is the public sector, which has a vacancy rate of 45%. One of the worrying figures relates to skills shortages in the health sector, with a 64% vacancy rate of the entire public sector in the UK(R1).

Such high vacancies might seem like a good thing in terms of keeping unemployment low, but looking at the data the unemployment rate is high. This leads us to reflect on why people prefer to remain unemployed or are unable to occupy a certain job position. Here we will analyze the different types of unemployment and why people are forced to remain unemployed.

Another point that will be addressed is what strategies can be implemented to address the problem of talent shortage in the healthcare sector.

R1 -[labor-market-outlook-winter-2021-22\\_tcm18-109270 \(1\).pdf](#)

### **Types of unemployment**

There are different types of unemployment depending on the causes that lead people to leave or lose their jobs. The two types analyzed are structural unemployment, also called long-term unemployment, and voluntary unemployment, ie by choice on the part of the worker due to various factors.

#### **Structural unemployment**

In recent years, economic changes have caused so-called long-term unemployment problems, generally known as structural unemployment. Although many jobs are available, there is a gap between the needs of the company and the job skills offered by the available people(r2). Thus, structural unemployment occurs when the skills of unemployed individuals do not match the skills required by job vacancies.

As argued by (r1) one of the causes of structural unemployment which in recent years is due to the impact and technological progress. Companies have begun investing in technological changes and adoption of increasingly automated work functions to remain competitive. This leads to increased demand for a specific type of talent and skill. All workers who do not possess that type of skill fail to access those jobs, thus leading to a deficit between the demand of employers and the availability of workers with those specific characteristics.

(R1)<https://www-igi-global-com.ezproxy.uwtsd.ac.uk/gateway/book/171014>

(R2) file:///C:/Users/Mostapha%20Work/Downloads/10.4324\_9780203041536\_previewpdf.pdf

#### **Voluntary unemployment**

We speak of voluntary unemployment when people choose not to work(r2), this can occur due to one of two specific reasons(r2).

The causes may be(R1):

- The worker receives a salary that is not favorable in relation to his work experience. So he decides not to work, ending up on unemployment, waiting to find a job with better pay.
- The worker prefers to leave the workforce for personal reasons, such as caring for a family member, illness or pregnancy. Since he is unable to have a working flexibility that allows him to be able to balance his work-life.
- Another factor that the working conditions are not able to satisfy the employees, here we are talking about occupational safety and inadequate working tools.

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(R1)<https://www.investopedia.com/terms/f/frictionalunemployment.asp>

### **Strategies to decrease skills shortages in the health sector**

According to (R2) the causes of the staff shortage can be multiple, companies in the healthcare sector are having problems finding the talent they need and voluntary staff resignations. To deal with this, a strategic couple must be put in place to avoid these shortcomings and avoid aggravating these shortcomings in order not to have a collapse in the health sectors.

There are several strategies that can help solve the problem of workers and skills shortages in organisations. The following strategies proposed by (r3) can be considered:

R2-<https://lordslibrary.parliament.uk/staff-shortages-in-the-nhs-and-social-care-sectors/#heading-5>

R3\_ <https://bibliu.com/app/#/view/books/9780749498283/epub/cover/Ebook-cover->

[RGB.html#page\\_1](#)pg 52

### **Salary increase**

The health sector is recognized for its vital importance in the public sector, it is one of the sectors that is always under pressure and above all must always have a high efficiency. This is why this sector must have a salary proportionate to the work it performs for the country (R1).

In July 2022 the government advocated the importance of workers in the health sector, it implemented the plan whereby NHS employees will get a pay rise, so as to maximize their wages. This helps to try to attract as many talents as possible and also to incentivize existing personnel within the healthcare sector (2).

R(1)<https://www.vlebooks-com.ezproxy.uwtsd.ac.uk/Product/Index/392236?page=0>

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R2-<https://lordslibrary.parliament.uk/staff-shortages-in-the-nhs-and-social-care-sectors/#heading-5>

### Methods of recruitment

By recruitment we mean the initial phase of the selection process which has as its objective the organized search for candidates from whom to choose the person to be included in the organizational context(r1).

R1 -<https://r3.vlereader.com/Reader?ean=9780273786689>pg 111

In this area the strategic plan is trying to go and focus more on recruiting people who have the skills and potential to enter the healthcare sector and not go to focus on the qualifications that candidates have. Like, for example, in different healthcare roles which can be aged care workers and nursing assistants.

Also part of the strategic plan is the immigration system, which is now points-based, people can apply to come to work in the UK through the NHS sponsorship route, so as to try and close the shortage gap in the sector(r2).

Another important factor that falls within the strategic plan is that of flexible working, this to ensure people can reconcile work and their private life. Also giving the possibility to create to increase the inclusion and diversity in the healthcare sector to attract as many people as possible(r2).

R2-<https://lordslibrary.parliament.uk/staff-shortages-in-the-nhs-and-social-care-sectors/#heading-5>

### Invest in training

Talent shortages can go two ways. The first is that the workers on the market lack basic qualifications due to insufficient teaching and not enough basic training. The second can be seen as the company fails to give its employees the opportunity to access internal training, ie it fails to train its workers to cover different roles(r3).

R3 [https://bibliu.com/app/#/view/books/9780749498283/epub/cover/Ebook-cover-  
RGB.html#page\\_1](https://bibliu.com/app/#/view/books/9780749498283/epub/cover/Ebook-cover-<br/>RGB.html#page_1)pg 52

As argued by (R1) the government is implementing an expansion of training places in the health sector, such as an increase in graduate places for nursing and medical specializations.

These can be tactics to train as many people as possible with specific qualifications for the vacancies.

## Conclusions

How it has been analyzed skills shortages are a factor linked to unemployment. Some people choose to be unemployed and some don't, but all of these ultimately lead to not having enough talent to fill all vacant job positions.

On the one hand, the organizations that are always looking for increasingly trained talent, even if there is no availability of that type of worker on the market. From another is that people prefer not to work, this also leads to a shortage, as they are not granted the tools and conditions that allow them to work.

In this text, the health sector has been taken as an example and strategies have been seen to try to overcome all those problems to create a favorable working environment and above all one that can give workers well-being, evaluating their different characteristics. Such as, for example, going to train new talents by giving them, for example, the possibility of specific training courses for that type of work, increasing salaries thus enhancing the workers.

All these measures and strategies aim to try to address the problem of skills shortages in the workplace.