



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

Assessment - 2

Human Resource Management

"Developing an Effective Talent Acquisition Strategy in a Globalised World"

Name : Mohammed Taqi Uddin
Student ID : 2210126
Module : Human Resource Management
Module Code : LCMB7000
Lecturer : Mohamed Asim
Topic : Global Recruitment Trend
Date : 23/08/23

Table of Contents

Introduction.....	3
Making a Coherent Narrative Better.....	3
My Insights and Recommendations for Success.....	4
Creating Powerful Networks.....	4
Tailored Communication Strategies.....	4
References.....	6

Introduction

Expanding the global business landscape has brought talent acquisition to the forefront, particularly in a connected world. My contribution in my presentation, "Developing an Effective Talent Acquisition Strategy in a Globalised World," is summarised in-depth in this article. I focus on my role and explicitly evaluate the concept of proactive recruitment as I examine the "Global Recruitment Trend" section. I contributed significantly to our understanding of enhancing talent acquisition activities within a global framework and still meeting the planned goals.

My participation in the presentation was focused on demonstrating the effectiveness of proactive recruitment, reflecting my dedication to attaining the targeted goals:

Thorough investigation and analysis My adventure began with a thorough examination of the proactive recruitment trend currently popular worldwide. I meticulously reviewed recent literature, academic articles, and industry reports to achieve the presentation's objectives. With the help of this thorough investigation, I understood the complexities of proactive recruitment and its potential drawbacks (Shrivastava et al., 2022).

Recommendations for Implementation in Practice: I went on to create practical advice for organisations looking to improve their talent acquisition strategy after gaining a comprehensive understanding of proactive recruitment. These suggestions came from a well-balanced synthesis of research results and practical relevance, producing a practical manual for supporting talent acquisition initiatives (Mathafena et al., 2020).

Making a Coherent Narrative Better

Beyond my assigned part, I ensured that my findings were seamlessly incorporated into the main story of the presentation. This required developing an engaging narrative that logically transitioned between various sections, maintaining a constant flow of concepts throughout the exhibition (Stacho et al., 2019).

Effective and Engaging Communication I contributed significantly partly because I could effectively communicate difficult ideas. I ensured the audience understood the importance of proactive recruitment within the complex web of global company dynamics by clearly outlining my study findings and offering compelling recommendations.

Recruiting proactively is a strategic imperative. Within the talent acquisition field, proactive recruitment emerged as a transformative tactic based on anticipatorily assessing talent needs before specific job postings. Organisations are strategically positioned in a competitive global

talent market by strongly emphasising developing relationships with both active and passive prospects (Rustiawan et al., 2023).

Finally, my participation in the presentation demonstrated my dedication to exploring the potential of proactive hiring. I contributed significantly to the common understanding of talent acquisition's progress in a constantly changing global landscape by synergising research discoveries, generating useful recommendations, fostering narrative cohesiveness, and communicating effectively.

My Insights and Recommendations for Success

As the presenter, I dove into a world of profound insights and practical advice to enable organisations to advance their efforts in international talent acquisition. My contribution focused on highlighting successful strategies suited to the particular requirements of the contemporary corporate environment:

Creating Powerful Networks

My observations stressed the importance of developing strong connections as one of its key components. My research eloquently emphasised the critical significance of fostering relationships with academic institutions, trade groups, and professional networks. This approach aims to establish relationships early on, allowing organisations to utilise burgeoning talent pools efficiently. Through proactive involvement, there is a far higher chance of finding people that naturally fit the culture and aims of the organisation.

Utilising Technology for Efficiency: I argued for strategically integrating cutting-edge technology to simplify hiring people. I emphasised the instruments for candidate relationship management and application tracking systems' revolutionary potential. These technologically advanced solutions allow businesses to streamline and accelerate the talent acquisition process, increasing efficiency and their competitive edge in the global talent market (Iris et al., 2019).

Tailored Communication Strategies

My proposals stressed the importance of personalised communication in light of the dynamic diversity of applicants in today's global talent marketplace. I noted the importance of developing customised messaging for each candidate's unique characteristics. This strategy encourages more involvement and connection, ultimately growing lasting bonds beyond recruiting.

Events as Powerful Platforms for Demonstrating Organisational Prowess: I stressed the crucial role of conferences, workshops, and industry events in demonstrating organisational prowess. Organisations can demonstrate their culture, beliefs, and competence to potential applicants by actively engaging in such circumstances. These interactions encourage genuine curiosity in prospects by facilitating honest engagement and enabling candidates to evaluate the organization's fit beyond the surface.

Long-Term Success Requires Consistent Engagement My recommendations focused on the benefits of ongoing involvement in a time of constant connectedness. I emphasised how crucial it is to keep open lines of communication with possible candidates. Organisations can foster continuing connections via social media platforms, webinars, and newsletters. This method of sustained engagement ensures that candidates are eager and involved over time, paving the way for successful future partnerships (Didit et al., 2020).

I focused my presentational contribution on analysing the proactive recruitment trend that is currently prevalent worldwide. Completing the required tasks deepened my understanding of how this trend fits into the bigger picture of global talent acquisition. I substantially impacted our team's endeavour to create a successful talent acquisition strategy in a globalised company environment through useful advice and analytical analysis. This report summarises my effective completion of the presentation's goals while highlighting my contribution to fostering a thorough understanding of talent acquisition dynamics in our constantly changing global environment.

References

- Didit, D.D. and Nikmah, N.R.S., 2020. The role of remuneration contribution and social support in organizational life to build work engagement. *Journal of Islamic Economics Perspectives*, 1(2), pp.20-32.
- Iris, Ç. and Lam, J.S.L., 2019. A review of energy efficiency in ports: Operational strategies, technologies and energy management systems. *Renewable and Sustainable Energy Reviews*, 112, pp.170-182.
- Mathafena, R.B. and Grobler, A., 2020. The effectiveness of human resources practices in driving proactive experimentation and risk-taking work behaviours in organisations. *SA Journal of Human Resource Management*, 18(1).
- Rustiawan, I., Safariningsih, R.T.H. and Zen, A., 2023. Talent Management Concepts: Analysis Recruitment, Program Training, Mentoring, and Leadership. *International Journal of Business and Applied Economics*, 2(2), pp.233-244.
- Shrivastava, R., 2022. Talent management and effectiveness of recruitment process: a study of higher education institutions in central India. *International Journal of Professional Business Review: Int. J. Prof. Bus. Rev.*, 7(6), p.12.
- Stacho, Z., Stachová, K., Papula, J., Papulová, Z. and Kohnová, L., 2019. Effective communication in organisations increases their competitiveness. *Polish Journal of Management Studies*, 19.