

Talent acquisition strategies to attract potential candidates to work in the restaurant operations

Tatiana Prutean (2121754)

Content

- 1. *The concept of Hospitality*
- 2. *Strategies for short term talent acquisition*
- 3. *Strategies for long term talent acquisition*
- 4. *Monetary methods to attract the potential candidates to work*
- 5. *Non- Monetary methods to attract the potential candidates to work*
- 6. *Conclusion*
- 7. *References*

The concept of Hospitality



- The Joint Hospitality Industry Congress Report defines hospitality as „The provision of food and/or drink and/or accommodation away from home”.
- The hospitality industry in UK is comprised of over 250,000 outlets and employs 3.2 million people in the UK representing 10% of UK employment.
- The industry is full of professional people who work and embrace the sector and its value and practice hospitableness as part of their everyday role.



Strategies for short term talent acquisition

- **1. Social media**
- **2. Good job description**
- **3. Offer competitive compensation**



Strategies for long term talent acquisition

- **Open minded recruitment**
- **Provide employee development opportunities**
- **Career progression**

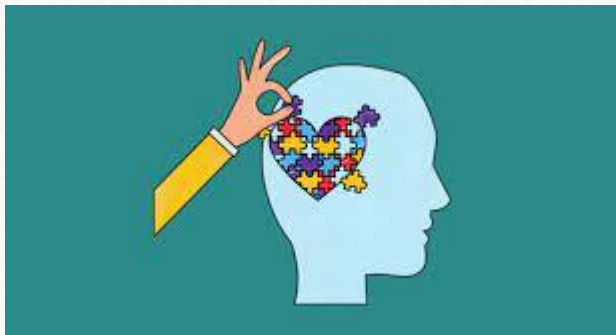


Monetary methods to attract the potential candidates to work

- 1. Benefits (bonuses after 6 months, 1/2 years in the company, referral scheme, peal of the month)
- 2. Extra holiday- days after 1-2 years in the company.

Non- monetary methods to attract the potential candidates to work

- 1. Free food and drinks
- 2. Mental health support



Conclusion

- For every business is it important that each and every employee has the qualifications and then some how to help the company to grow.
- It is difficult to attract qualified people, especially in today's competitive hiring environment and therefore the company has to apply correct strategies to make sure they will have the best team for their business.
- The best candidates want to work at the best companies.

Referance

- 1. Business News Daily 2020, business news daily website, accessed March 2023 businessnewsdaily.com
- 2. Pillai Souji Gopalakrishna , Haldorai Kavitha , Seo Won Seok , Kim Woo Gon ,, COVID-19 and hospitality 5.0: Redefining hospitality operations “ 2022
- 3. Derek Torrington, Laura Hall, Laura Hall, Stephen Taylor, Carol Atkinson, Derek Torrington, Laura Hall, Stephen Taylor, Carol Atkinson, and Derek Torrington, Human Resource Management, Pearson Education, Limited, **2020**
- 4. CPL Learning ,, Open minded recruitment” accessed March 2023, course.cple-learning.co.uk