

BA Business Management

Module: Managing People

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Introduction

- The presentation is going to focus on the talent acquisition strategy and incentive methods for attracting potential candidates for the work.
- The hospitality industry especially in restaurant sections casual and fine dining needs talented people for managing organisation.
- According to the case study, it is hard now to serve customers and meet customer satisfaction.
- So it is necessary to increase the potential customers for the organisation.
- Here in the presentation, the solution for increasing potential candidates for restaurant sections casual and fine dining is going to be analysed.

Talent Acquisition Strategies (Short-Term)

A Clear Job Description for Emphasising Role Detail

- A job description is an important component of hiring talented people.
- That can help a person in deciding whether or not they are qualified for the job.
- As a result, organisations must make sure that job descriptions are precise, thorough, and up-to-date.
- In that description, the job title, responsibilities, skill requirements, experience and the offers from the organisation will be explained (Pargeter et al., 2019).



Talent Acquisition Strategies (Short-Term)

Time and Skill Demand Assessment for Talent Acquisition

- A hospitality organisation needs to find out the demand for its employees for a short time and the capacity of the organisation.
- According to the case study, the government can develop the immigration system.
- So if the organisation has a clear idea regarding the talent demand and gap it will be able to select short-term employees (Tamunomiebi and Worgu, 2020).
- The information regarding the employees should be in the hand of the organisation.
- So that with the sudden needs of the employee organisation can hire the demanded talented people.

Talent Acquisition Strategies (Short-Term)

Using Technology for Talent Acquisition

- According to the case study, with the right staffing resource, hospitality can face growth.
- So, for short-term talent acquisition, involving different applications and technologies like vendors should be involved.
- In the hospitality industry especially in restaurant sections casual and fine dining communication skill is important.
- So the employees who have that skill will notice the opportunities on networks or technologies.



Talent Acquisition Strategies (Long-Term)

Developing a Competitive and Comprehensive Benefit Plan

- Organisational Reputation and a better benefits plan can help the organisation gain attention.
- So on that term, hospitality organisations especially in restaurant sections of casual and fine dining should develop the terms of their benefit for the employees.
- Also, talented people will stay there where they are valuing them.
- So the work environment should be lucrative as well for the employees.



Talent Acquisition Strategies (Long-Term)

Job Fair in Universities

- Different universities have fresh graduates who are very potential.
- All the graduates can participate in the job fair and can be connected to hospitality organisations.
- The young people who graduated from tourism and hospitality will be the most targeted candidates.
- Rather than waiting for the talented people, going to the talented people can be beneficial for the organisations.



Talent Acquisition Strategies (Long-Term)

Using Online Job Portals

- The hospitality industry especially in restaurant sections of casual and fine dining can use the online job portals.
- After receiving the applications the organisations will take time and analyse the candidates (Shet, 2020).
- After developing the immigration facilities the number of job seekers will be increased according to the case study.
- So it will be easy for organisations to find potential talents for the organisation.



Incentive Methods (Monetary Method)

Profit Sharing

- The restaurant sections of casual and fine dining which have a good reputation can attract potential candidates for the organisation (Ali and Anwar, 2021).
- An organisation when shares its profit with the employees the organisation get a better image among the employees.
- According to the case study, for avoiding future shock restaurants should develop their prestigious image in the market.
- So that talented people come and stay in the organisation.



Incentive Methods (Monetary Method)

Increasing Payment

- When a person gets the expected payment that person will think to work for the organisation.
- So the employees will be motivated to work hard for the restaurant.
- There should be competition among the restaurants as, to how better they are treating their employees.
- From time to time getting increments on the payment will motivate the employees to have a loyal relationship with the restaurants (Lee et al., 2020).



Incentive Methods (Non-Monetary Method)

Words for Appreciation

- When someone appreciates work, a person can feel better about the work.
- Also increases the interest in that work (Friedrich et al., 2020).
- Appreciation of everyday activities can motivate the employees of the restaurants of casual and fine dining.
- According to the case, there are not sufficient employees in the restaurants.
- Rather than pressuring the employees, the organisation should motivate its employees to work by appreciating their work.



Incentive Methods (Non-Monetary Method)

Flexibility at Work

- When employees are not feeling pressured about the work, the outcome of the employees will automatically work more.
- Flexibility for rest or flexibility of feeling at home can make employees motivated to treat restaurants as their own.
- Also, this type of work environment encourages one to get a job in that restaurant to the candidates.



Conclusion

- The presentation has focused on the case, 'Third of business to reduce opening hours over Christmas due to staff shortage'.
- In the presentation, the way to attract candidates to the restaurant sections casual and fine dining has been focused on.
- Six different talent acquisition strategies have been developed among them three are for the short term and three are for the long term.
- Also, four different incentive methods have been focused on to attract potential candidates among them two are monetary and two is non-monetary for the restaurant sections casual and fine dining.

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