



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

200
1822 - 2022

Talent Acquisition Manager

Module: Managing People

Code: LCBB5004

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introduction

- **Human Resource Management**

According to Invancevich and Glueck, HRM is concerned with making the best use of people to achieve organisational and individual objectives. It is a method of managing employees at work so that they give their all to the organisation. (Rakesh D, Dr & Muhammed, Mr & N V, Manoj & Abhilash, Mr., 2022).

- **Talent Acquisition**

Acquiring and recruiting the most outstanding individuals guarantees your organisation has the right people with the appropriate skills, is in the proper role and working against the correct requirements. (SHRMBOCK, 2017)

strategies for **short term** talent acquisition

1. **Leverage suitable technology for immediate recruitment:** One of the most crucial restrictions during immediate recruiting is time. Preparing job descriptions, advertising job postings, and reviewing candidates takes time. Additionally, identifying the best-fit applicants through evaluations and interviews requires time and effort. E-recruiting's web-based technology assists organisations in attracting a more extensive and varied candidate pool. (Richard D. Johnson and Hal G. Gueutal, 2011).
2. **Appointed providers for short-term recruitment requirements:** Collaboration with suppliers is a crucial approach to acquiring temporary staff quickly. When a new project requirement arises, managers can call four or five of the finest staffing firms to meet short-term recruiting needs. Furthermore, because they work with a third party, the organisation is relieved of the entire recruiting procedure. The vendors are responsible for finding, screening, and shortlisting potential applicants, with the organisation making the ultimate decision.

strategies for **short term** talent acquisition

3. Develop a precise job description emphasising role details: A job description is essential to the recruiting process since it helps applicants assess their qualifications for the position. Employers must thus ensure that job descriptions are accurate, complete, and current. As a result, the organisation will only get high-quality applications, minimising review time.

Develop a precise job description emphasising role details.

COMPANY: Restaurant Group UK
LOCATION: St, Lampeter SA48 7ED
JOB TITLE: Restaurant Assistant Manager

JOB REQUIREMENTS:

- ❖ College degree is preferred. Bachelor of Science degree in hotel/restaurant management is desirable. A combination of practical experience and education will be considered as an alternative.
- ❖ Knowledge of computers (MS Word, Excel).
- ❖ Proficient in the following dimensions of restaurant functions: food planning and preparation, purchasing, sanitation, security, company policies and procedures, personnel management, recordkeeping, and preparation of reports.

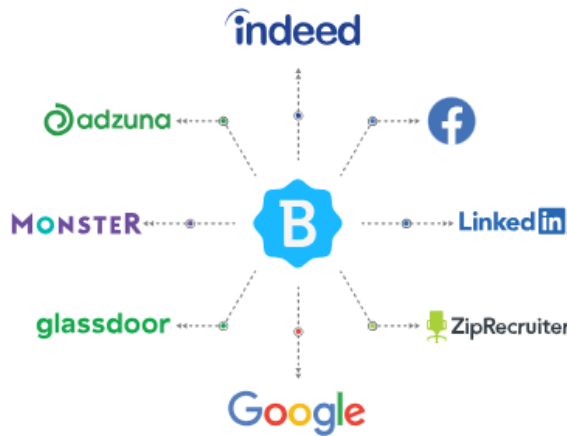
JOB DESCRIPTION:

- ❖ *General:* Oversee and manage all areas of the restaurant and make final decisions on matters of importance to guest service.
- ❖ *Financial:* Adhere to company standards and service levels to increase sales and minimize costs, including food, beverage, supply, utility and labor costs.
- ❖ *Food safety and planning:* Enforce sanitary practices for food handling, general cleanliness, and maintenance of kitchen and dining areas. Ensure compliance with operational standards, company policies, federal/state/local laws, and ordinances.
- ❖ *Personnel:* Provide direction to employees regarding operational and procedural issues. Interview hourly employees. Direct hiring, supervision, development and, when necessary, termination of employees.

strategies for **long term** talent acquisition

1. Use online job portals for a scalable recruiting process:

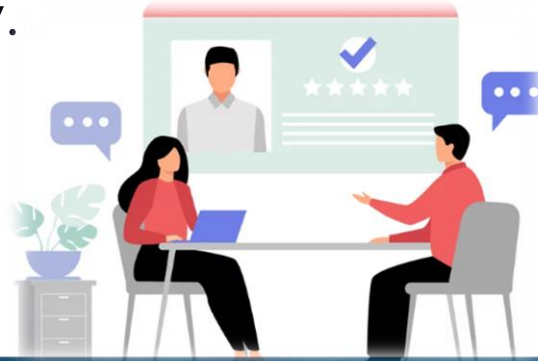
Organisations' online investments in employment portals and career material may pay off long-term (Khan, Awang, & Ghouri, 2013). A considerable percentage of hiring firms are using Internet recruitment. Companies see internet recruiting as a successful strategy in the future, with an increasing tendency in its overall utilisation (Parry & Tyson, 2008).



strategies for long term talent acquisition

2. Encourage employees to suggest potential job applications:

They can quickly give people the ideal fit for the organisation since they know its culture, goals, and vision. It also reduces the time spent on resume selection and recruiting costs. The candidate can easily adjust to the work culture because they already know at least one person in the organisation. Referral incentives are advantageous because they enhance the employer-employee relationship and encourage trust. Managers at Aldi supermarkets, for example, request CVs from workers' friends or family.



strategies for **long term** talent acquisition

3. Create a distinct selection procedure for recruits vs lateral hires:

A distinct selection procedure is necessary to employ fresh and experienced applicants, just as different approaches are required for short- and long-term workers. Qualified applicants will have a deeper understanding of the sector due to their previous job experience. On the other hand, first-year students will bring untapped talent to the organisation. (Tristan P., 2022)

incentives methods: **monetary**

Monetary incentives aim to compensate associates financially for exceptional work performance. Among the financial incentives are:

- **Profit sharing:** enhanced productivity, business profitability and employee remuneration. Job security is essential, which is why, during recessions, business organisations change compensation rather than fire off employees. (Consequences for workers, 2016).
- **Retirement benefits:** Some firms give different retirement benefits, such as pensions, provident funds, and gratuities, to employees when they retire. (GFG, 2023)

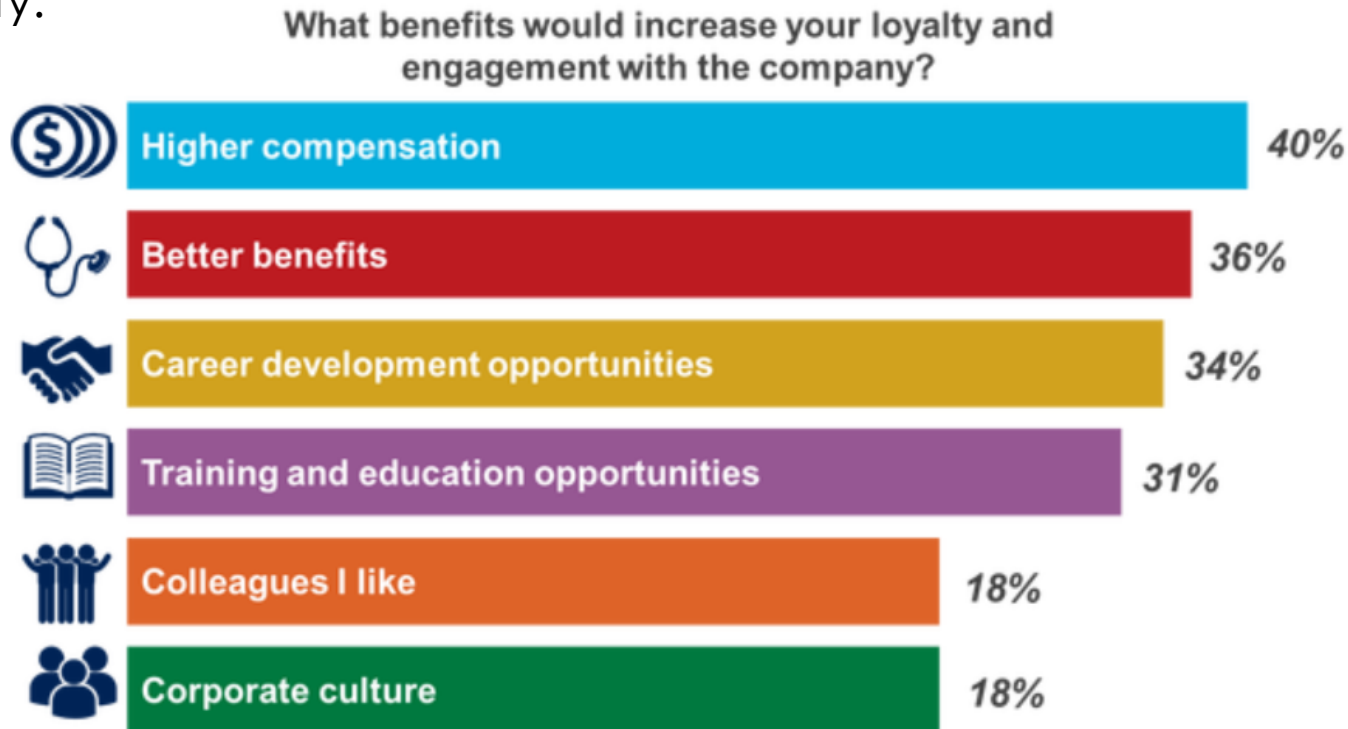
incentives methods: **non-monetary**

Non-monetary rewards significantly influence employees' impressions of the workplace's incentive environment. (Khan et al., 2013).

- **Work flexibility:** This includes changes in schedule and location, job sharing, part-time and temporary work, and career pauses (maternity and paternity leave). (Torrington, Taylor, Hall, & Atkinson, 2011).
- **Career development:** According to Westerman and Donoghue (1989), training and development allow people to advance in their careers and remain competitive in the labour market.

career development

34% of the participants interviewed in one employee engagement study felt that career and development options would boost their loyalty.



source: Arianna G., 2014, Workforce 2020 surveys

recommendation

An optimised Talent Acquisition manager should strive to improve marketability and efficiency, resulting in a faster and more cost-effective overall recruiting process. It should complement and enhance the steps of the various recruiting procedures, long or short term, using technology innovators without putting off human values.

The emphasis on a specific Talent Acquisition plan should be linked with the company's objectives and address the company's primary recruitment difficulties.

conclusion

Selective hiring is excellent, but who are you hiring for? This is determined by the qualities of personnel who match the organisation's requirements.

Moreover, what skills do you teach your employees? These should also be in line with the organisation's overall strategy. We can only establish an HR department that delivers value and supports the company by aligning HR best practices with what the organisation is aiming for.

To keep a strategy relevant, it will be constantly examined against what is happening in the company. We need management, labour unions, and employees to participate fully by commenting on and highlighting any developing gaps that may arise over time.

"Human Resources isn't a thing we do.
It's the thing that runs our business."

Steve Wynn, CEO of Wynn Resorts Limited

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