Resourcing talent analysis essay

This report identifies and assess factors that affect an organisations approach to both attracting talent and recruitment and selection. It also identifies and explains benefits of attracting and retaining a diverse workforce, describes methods of recruitment and methods of selection.

Factors that affect an organisations approach to attracting talent For an organisation to attract talent successfully, as part of the talent planning policy it needs to identify and assess what factors affect its approach to attracting talent. For example:

1. Economic Environment – An organisation needs to consider what money is available to spend and this will depend on the current climate at the time. This in turn, will have an effect on how and where the company advertises externally, in addition to the salary and benefits offered.

2. Laws – There are laws that affect the way an organisation attracts talent. For example; the Equality Act 2010 protects again discrimination and affects how the organisation words adverts, application forms, job description, person specifications and questions asked during interviews. Wording must not be discriminative and this can be done by ensuring it does not contain personal prejudice, is not being objective, unfair or showing less favourable treatment for an unlawful reason e. g. Age, gender or disability.

3. Branding – A company with a good reputation, is more likely to successfully attract the right talent to its organisation. To do this, an organisation relies heavily on being perceived as being known as a good employer and needs to take a proactive approach by offering career development, in addition to remuneration and rewards.

4. Culture – The culture of the organisation can be part of what keeps employees engaged and makes the organisation differ positively from competitors. For example, an organisation may be friendly or collaborative – something that new talent seeks. Therefore, this should be made known in job adverts.

Factors that affect an organisations approach to recruitment and selection As part of its recruitment and selection policy, an organisation needs to identify and assess factors that affect its approach to recruitment and selection. For example;

1. Legal aspects – the Equality Act 2010 protects again discrimination. Therefore, an organisation's approach needs to show fairness by not discriminating (e. g. Age, gender) in any way. For example, in adverts or interviews.

2. Organisational context – Recruiting and selecting talent who's attitude that ' matches' the organisations culture, is a factor that influences recruitment and selection. For example, the ' right person' for the organisation, can then develop a job around their skills and capabilities.

3. Equal opportunities – Approach should be ethical and legitimate by ensuring discrimination does not occur. For example, all candidates should receive the same treatment and the process structured the same way for each candidate.

4. Criteria – Suitability criteria should be relevant to the job. This ensures that rational decisions based on evidence are made about a candidate's

suitability for the job. Therefore, the approach should be professional, organised and decisions recorded in accordance with legal aspects and equal opportunities as described above.

Organisational benefits of attracting and retaining a diverse workforce Attracting and retaining a diverse workforce benefits an organisation in making the business successful. The following examples identify and explain how people with different social, racial, cultural and educational backgrounds can do this:

1. Competitive advantage – The organisation can interact and understand the needs of wider range of customers and by doing this, could have a competitive advantage.

2. Talent recognition – Future talent can be more easily recognised in the ever increasing competitive labour market, making it easier for the organisation to attract and retain the talent required.

3. Growth – A diverse workforce enables the organistion to grow and succeed by encouraging innovation and creativity.

Methods of recruitment Once a position is vacant within an organisation, it needs to be made known and there are various ways that this can be done. The following examples, compare and contrast the benefits of different recruitment methods:

1. Employment Agencies – Many are specialists in finding talent in particular functions. They get to know the organisation and find people suitable for the role and for the organisation.

2. Advertising internally – For example; on a notice board or via the company intranet. The benefit of this is that an employee already knows the Company and is readily available for interview. Showing there is a chance to progress within the company can also help morale.

3. Contacting schools, colleges and universities – Often an organisation may have already met applicants if they have completed a placement with them, therefore the company and candidate already know each other.

Methods of selection

The selection is paramount to ensuring the company has the competitive edge. Therefore, it is important the selection process is correct and often, one or more method is used to for this reason. The following examples compare and contrast different methods of selection;

1. Telephone interviews – Often used as a primary selection process, this is a cheap way of screening candidates who are given time to prepare themselves in advance.

2. Preliminary Interviews – This enables candidate and employer to meet face to face as well as clarify specific points about the role. Carrying out these interviews normally assists in ' shortlisting'.

3. Assessment centres – These can be used as primary or secondary selection process. Centres are able to carry out various activities which are often not possible in the workplace including physiological tests which identify the candidates' personality characteristics -a factor which needs to be taken in to account.

In summary, this report has discussed important factors about recruitment and selection to enable an organisation to attract, identify and retain a good workforce which is a Key role of the Human resources department.