

Talent planning narrative essay

Experience, Human Nature



This report has been written on Talent Planning, within this report the following will be identified and assessed: At least four ways that affect the organisations approach to attracting talent, three organisation benefits of attracting and retaining a diverse workforce, three factors that affect an organisations approach to recruitment and selection methods, three purposes on induction and how they benefit individuals and organisations and I will include our organisations induction plans that will identify areas covered in the plans, including timelines and those involved in the process.

Main Identify and assess at least four ways that affect the organisations approach to attracting talent Skill Shortage: finding the right people outside of the organisation can be a challenge, in cases where companies are expanding into new markets that they're not aware of, expanding into new business' where they may not have the core skills. Identify at least three organisation benefits of attracting and retaining a diverse workforce.

Employing diverse individuals can support an ease of communication within the market places for example; employing somebody who can speak more than one language could be usual to United Biscuits if they were to be part of a UB International sales team. By employing a diverse work force the organisation shows that it has an understanding of culture and beliefs, it is compliant with the Equality and Diversity Act 2010. The company must 'protect individuals from unfair treatment and promote a fair and more equal society' (Equality Act 2010).

Ensuring a diverse work force also means that the employee has a wider skill base; individuals from different backgrounds etc can introduce new ways of

working, or be able to bring new ideas and opinions to the workplace, that could benefit the business in many ways. Three factors that affect an organisations approach to recruitment and selection Cost of advertisement Role requirements and person specification. How many employees are to be taken on for the role and contract length. Three benefits of different recruitment methods

Three different types of recruitment methods that United Biscuits use and the benefits of each are: Recruitment agency: benefits of recruiting through an agency are, the agency work with the company's requirements/specifications to filter candidates for interview process, the agency can be involved at interview stages. More time efficient and effective than a manager searching through a number of applicants and CVs. Employee Referral: candidates are known and trust by a current employee.

Contract Staffing: are not employed directly through the organisation, can 'get rid of' at any time, can shop around for cheaper contractors, aren't managed through the organisation. Three benefits of different recruitment selection – see workbook slides. Interviews Psychological testing Assessments Referencing Three purposes on induction and how they benefit individuals and organisations It is important for any employee to receive a full and correct induction at the start of their employment, whether they are office or factory based, this is important because it is essential that both United Biscuits and the employee:

Following correct policy and procedures from the start. This can avoid any company policies not being complied with or even any laws being broken for example, health and safety act 1998. The employee has background and

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information on the company in which they have joined. Include an induction plan that identifies areas to be covered, including timelines and those involved in the process. United Biscuits has varied inductions plans depending on your role within the business whether it is in the corporate function teams or a factory based employee.

I have attached a copy of our Corporate Induction presentation that is used when a corporate function member of staff joins the business (please see appendix). The induction plan for a factory-based employee is slightly different as this induction includes information, which is relevant to the site they are based in and also to their role within the site. This induction includes a presentation as does the corporate functions, and a number of rules that must be followed at all times whilst on site, for example, certain factories are ‘nut free’ zones this means that you can't take any form of nut, or food containing nuts on to the site.

It is important for these rules to be made clear from the start of an employee's employment to avoid disciplinary action/dismissals from the business at a later stage if these rules are not followed. A factory employee will also have to attend various Health & safety courses etc, normally where possible in the first weeks of employment. All employees based on a factory site are taken on a guide of the factory and are provided with the correct clothing on their first day.