

# Staffing strategies essay samples

[Business](#), [Company](#)



Staffing decisions are made in almost every company, and many of the managers go through the thought whether they have less work or too much work for the staff; whether there is a need to hire contractors or employees, or the need to enhance the type of training given to them. Once a person is hired, the manager has to think about different strategies to train the staff and improve the company's customer service.

It is extremely important that the staff is satisfied along with the customers. With great training and attitude level, the staff can play a huge role in the success of the hotel. With a working environment generating a positive energy, the satisfaction of the employee increases which means that fewer people would think about leaving their jobs in the hotel. Even the employees who are not particularly happy will feel better in a positive environment and the turnover will increase. Interaction is another strategy that makes the customer feels better. The friendly attitude of the staff and good communication skills will increase the positivity in the hotel.

When making executive decisions, it is important for the managers to hire employees who are best qualified so that they know their work. A well-qualified employee will make it easier for the board to make decisions about the hotel because they would have complete trust on their staff. The managers also will not have to work through strategies to increase the staff turnover. The hotel needs a lot of management from chefs to receptionists and room service to laundrymen. Providing different incentives to the staff will also make them satisfied by the hotel management. This step also makes sure staff remains loyal with their work as well as their top bosses.

## References

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### Comment 1

The top executives might make the decisions, but the staff brings results to hotel. It is important to hire the best-qualified employees so that they know their work and fulfill their tasks with the best results. Different factors play different roles in the success of the hotel. The staff turnover depends on the environment, and if the hotel is facing any losses, the managers straight look into the employee files to see whether the staff has increased or is not enough. In the end, it is all about the staff satisfaction. If the employees are satisfied, they will work efficiently. Complete training along with qualification is highly necessary for efficient staff.

### Comment 2

An HR department looks after all the needs of the customers. In a large hotel, it is extremely necessary to have a human resource department because it would be difficult for one manager to look after all the needs of the staff. An HR department aims to fulfill many objectives in order to make sure that the staff is satisfied. If the customers are satisfied with the management of the hotel, it means that the staff is trained effectively, and the environment of the hotel is positive which makes the employees happy

and active. This also ensures the top managers that their hotel fulfills all the objectives that they have set out to achieve.