

Case study ford

Business



Talent management strategy of employee engagement in Indian TIES employees: key to retention.

Employee relations, 29(6), 640-663. Rhea purpose of this paper is to investigate talent management and its relationship to levels of employee engagement using a mixed method research design. Focus on group interview discussion was based on reasons for attrition and the unique problems of employee engagement.

In the second phase, data analyses using factor analysis and content analysis. He results were in the expected direction and fulfilled the research aims of the current study. In the first phase low factor loadings indicated low engagement scores at the beginning of the career and at completion of 16 months with the organization.

High factor loadings at intermediate stages of employment were indicative of high engagement levels, but the interview data reflected that this may mean high loyalty, but only for a limited time.

In the second phase factor loadings indicated three distinct factors of organizational culture, career planning along with incentives and organizational support. The first two were indicative of high attrition. Deere, M. (2008).

Talent management, work-life balance and retention strategies. International Journal of Contemporary Hospitality Management, 20(7), 792-806. Rhea purpose of this paper is to examine the literature relating to retention of

good employees and the role that work-life balance (WALL) issues have in an employee's decision to stay or leave an organization.

The paper begins with a brief overview of the seminal material in the more generic management literature and then tailors the discussion to the hospitality and tourism industry using literature from the capitalist and tourism Journals. Rhea paper provides an overview of the key employee turnover literature within the hospital TTY and tourism industry tort those academics researching in this area, Witt specific attention given to the role of WALL issues in the turnover decision-making process.

The paper also provides a theoretical and practical framework for industry to develop strategies for reduced employee turnover, with a focus on the role that balancing work and family plays in these strategies.

Rhea key findings emerging from this literature review focus on Job attitudes such as bob satisfaction and organizational commitment, personal attributes such as positive and negative affectively, the role of WALL in employee turnover and, finally, the strategies provided to alleviate high turnover rates. Hughes, J. C. , & Org, E. (2008).

Talent management: A strategy for improving employee recruitment, retention and engagement within hospitality organizations. *International Journal of Contemporary Hospitality Management*, 20(7), 743-757. Rhea purpose of this article is to clarify what is meant by talent management and why it is important (particularly with respect to its effect on employee recruitment, detention and engagement), as well as to identify factors that

are critical to its effective implementation This article is based on a review of the academic and popular talent management literatures.

Talent management is an espoused and enacted commitment to implementing an Integrated, strategic and technology enabled approach to human resource management (HARM). This commitment stems in part from the widely shared belief that human resources are the organization's primary source of competitive advantage; an essential asset that is becoming an increasingly short supply.

The benefits of an effectively implemented talent management strategy include improved employee recruitment and retention rates, and enhanced employee engagement. Reuse outcomes in turn have been associated with improved operational and financial performance.

The external and internal drivers and restraints for talent management are many. Of particular importance is senior management understanding and commitment. Glen, C.

(2006). Key skills retention and motivation: the war for talent still rages and retention is the high ground. Industrial and commercial training, he paper sets out to examine effective, practical and holistic people strategies that address key skills retention, employee engagement, and employee motivation and attendance gaps, with a view to positively impacting on organization costs, productivity and business performance.

The paper also seeks to examine the value of assessment and feedback in talent engagement and retention, and to look at developing employees via

experience-based development initiatives. Rhea paper commences with an assessment of a matrix of the “ hot buttons” or ‘ predictors”, which need to be consciously managed – with significant potential turns, where managed well. The paper examines a holistic matrix of nine employee engagement predictors: process; role challenge; values; work-life balance; information; stake, reward, recognition; management; work environment; and product.

Reference is made to a case study in which this matrix formed the basis of the organization’s people management strategy. Marketplace context is key. Take a holistic view of the key elements of the business most likely to impact team engagement, motivation, attendance and retention, link individual assessment directly to the key drivers of the business, and recognize that eye talent is likely to thrive on experience-based career leverage opportunities. De Voss, A. , & Megan, A. (2008).

What HER managers do versus what employee’s value: Exploring both parties’ views on retention management from a psychological contract perspective.

Personnel Review, 38(1), 45-60. Rhea purpose of this paper is to explore HER managers’ and employees’ views on the factors affecting employee retention using the perspective of the psychological contract. Two studies were conducted. First, a sample of HER managers gave their view on the factors affecting employee retention and turnover and described their retention practices.

Second, a large sample of employees reported on the importance attached to five types of employer inducements commonly regarded as retention factors, on their evaluation of these inducements and on their loyalty.

Regression analysis was used to examine the impact of the delivery of employer inducements on retention. Rhea HER managers' survey indicates that retention practices focus more on the factors believed to cause employee turnover (career opportunities and financial rewards) than on those believed to affect employee retention (social atmosphere, Job content, Nor-life balance). The focus on career opportunities is supported by the employee survey. The delivery tot career opportunities and the strongest impact on employee loyalty while the impact of the delivery of financial rewards was much smaller.

Lockwood, N.

R. , & SPAR, G. Talent Management. Rhea purpose of this paper is research how talent management effect the organization n management field. Rhea methodology is questioner Research shows that organizations increasingly focus on talent management. Moving from reactive to proactive, companies are working hard to harness talent.

According to Charm's 2006 Talent Management Survey Report, 53% of organizations have pacific talent management initiatives in place. Of these companies, 76% consider talent management a top priority.

In addition, 85% of HER professionals in these companies work directly with management to implement talent management strategies. Mum, T. (2008).

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Implications of hospitality and tourism labor markets for talent management strategies. *International Journal of Contemporary Hospitality Management*, 20(7), 720-729. The purpose of this paper is to consider the managerial and developmental concept of talent management in the context of the specific characteristics of the weak labor market attributes of the hospitality and tourism sector in developed countries. The paper explores these characteristics and analyses talent management scenarios that businesses can operate, concluding that an inclusive and developmental approach, focusing on talent identification and acknowledgement, is probably the most effective within this sector. This paper proposes a new interpretation of the concept of talent management in the context of hospitality and tourism that is both inclusive and developmental.

Chapman, C. (2009).

Retention begins before day one: orientation and socialization in libraries. *New Library World*, 110(3/4), 122-135. The purpose of this paper is to promote the notion that an orientation plan and socialization to the culture of the organization are crucial components for the retention of library employees.

A review of selected literature was conducted to determine the relationship between orientation and socialization and retention within and outside librarianship to determine the relationship orientation and socialization have to retention.

Employee orientation is a multi-stage process utilizing both formal and informal activities that help assist the employee to become part of the culture of any organization, including the library. A human resources
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program that includes well-planned processes for recruitment, selection, orientation, colonization and retention. It helps a library be more competitive as librarians retire. Paying attention to these processes is increasingly important as we enter the period in which the baby boomer generation is moving toward retirement. Lewis, A.

, & Esquires, A. 2012). Effectiveness of Employee Retention Strategies in Industry. Available at SSRN 2167719. This paper discusses the issues and solutions to address the problem of employee retention with a case study. The methodology of this paper is based on analyzing paper.

The results of the study indicate that retention strategies should be carefully worked out for different groups and levels. Lanai, W. (2011). The relationship between human resource practices and employee retention in public organizations: an exploratory study conducted in the United Arab Emirates. The purpose of this study is to identify HR practices and other factors such as job satisfaction, organizational commitments and leadership practice that affect employee retention in the United Arab Emirates (AAU) with emphasis on public organizations, in a comparative study. To share and do or accomplish this task, both quantitative and qualitative research approaches were employed.

The research questions were answered through two research phases involving four distinct research tools. The first phase involved a survey of Sharma's and Tuba's governmental organizations, and provided specific information about employees in these organizations.

The research used both quantitative and qualitative approaches to data gathering and analysis. In recent years, the I-JAKE has rapidly developed into a dynamic global economy with the influx of foreign ideas and practices, facilitated by the development of the Internet and associated technologies. As with many organizations worldwide, staff retention problems affect organizational productivity and performance. Managers face the challenge of having to address retention problems in the context of increasing competition in the global marketplace.

It is against this background that this research will look into employee retention problems within the socio-economic context of the AJAX. While the result this study brings into focus the extent to which human resource management (HRM) practices and organizational culture in the I-JAKE affect employee retention in public organizations. Rosenthal, B. W. (2003). Dealing with part-time work.

Personnel Review, 32(4), 474-491 . This paper examines the relationship between the length of the working week and the performance of employees.

It looks at the influence of Job features like knowledge intensity, connectivity with other people in the organization and standardization; and characteristics of the Job environment like stability, flexibility of working schedule and the communication infrastructure. The design of this research paper is based on a questionnaire. The results indicate a positive effect of shorter working times on task performance. A breaking point of minimum working hours is found between Jobs, only directed to task performance and Jobs in which the contextual performance and knowledge intensity play a major role.

Spencer, D. G. (1986).