

# Financial efficiency of oman airports management company in early recruitment of ...

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Muscat International Airport Development Project MUSCAT INTERNATIONAL AIRPORT DEVELOPMENT PROJECT In order to meet the international civil aviation organization's manpower requirements for airports operations, Muscat International Airport's key personnel's mobility is very important, especially given the fast pace of development in business (Beria & Scholz, 2010: p69). The air travel department will be crucial in the recruitment of personnel for aircraft maintenance, airports bookings and management, and ground equipment. This will significantly increase engagement of manpower in the airport. Some of the manpower required is air flight crews, air ground staff, air traffic controllers, air terminal operations staff, aircraft mechanics, cargo specialists, electronics personnel, passenger specialists, ticketing staff, and radar engineers among others (Young & Wells, 2011: p44).

The long-term HR strategy should be geared towards the optimal support of the airport's corporate strategy and their business situation. Additionally, such mega trends as individualization, diversity, demographic changes, education, and health should be taken into account (Loo & Chow, 2011: p1688). These aspects will then feed into the HR strategy that, in turn, will establish fundamental goals for management of HR and measurement packages that it is associated with. Most of these measures should be implemented immediately and fleshed out as the airport's development is carried out. The targets for the airport's HR strategy should be increasing efficiency, covering requirements of personnel, improving the airport's attractiveness as an employer, and the establishment of excellent leadership (Williams, 2013: p56).

Once the airport's development is finished, the HR strategy should move to recruiting individuals with high personal and professional ambition and a passion to give clients world class customer service (svo. aero, 2014: p1). The recruitment process should seek out individuals with efficiency and high performance that will align with the airport's strategy of exceeding client expectations. The first priority for the airport in their HR recruitment needs should be accommodating client needs, including visitors, passengers, and employees. The behavior and attitude of recruited staff should support their core values, while also handling the opportunities and challenges of working in an international airport.

#### References

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