

Freshii restaurant (report about staffing and job analysis)

[Business](#), [Management](#)



Freshii restaurant: Staffing and Job Analysis Staffing Staffing is the process of recruiting, placing and retaining of employees in an organization. Ultimately, the success and failures of an organization is decided by its staff even though an organization has many other resources such as money, material and machine, apart from the manpower. Freshii restaurant knows this fact very well and the company is keen on keeping all its employees motivated and satisfied all the time.

External recruitment and internal recruitment methods are used by Freshii time to time as per the needs of the situation. According to Zimmermann (2009, p. 195) “ Strong company growth and a dynamic economic environment make external recruitment more appropriate”. On the other hand, Bayo-Moriones & Ortín-Ángel (2006, p. 451) mentioned that “ Internal promotions are used to protect and favor specific investments, especially those made by firms to assess their workers skills” (p. 451).

For fresh employees, only one month is fixed as probation period in Freshii restaurant. Thereafter, the newly recruited employees will be accepted as permanent staff. Some of the prerequisites for a person to consider for a job position in Freshii restaurant are; knowledge about healthy diet, restaurant business in UAE, UAE’s local culture, etc. Moreover, they should have skills such as money and man management as well as problem solving, decision making, English language skills and communication skills. The importance of communication skills for the success of an employee is better understood by Freshii restaurant.

Job Analysis

Since the business of Freshii is smaller in size, the company is keen on

employing more fresh talents. At the same time, the company is interested in keeping a diverse workforce by blending the fresh and experienced employees in a proper manner. The company knows that fresh employees may bring fresh ideas and the support of experienced employees is necessary for the fine tuning of those new ideas brought by the new employees.

Honesty is the most important requirement while the company is looking for the recruitment of new employees. Only honest employees would bring better results to the company. Moreover, communication skills and competitiveness are some of the other requirements for an employee to excel in his profession in Freshii. Both verbal and nonverbal communication abilities are essential for a person to get a job Freshii restaurant. “ Verbal communication is the communication which uses words whereas nonverbal communication is the communication which uses body languages” (Gallagher, 2013, p. 57). Since job tension is huge in restaurant business, it is necessary for the employees of Freshii, to possess intelligence and ability to work under pressure.

Even though Freshii restaurant has many employees working at different levels, the company never encourages any kind of discriminations among the employees. The company is particular in making sure that none of the employees try to dictate others even if they are working in the higher positions. The company is promoting teamwork instead of individual work and treats all the employees equally well. In other words, the work culture of Freshii restaurant is participative rather than autocratic. All the employees in this company have the freedom to express their ideas, opinions and

suggestions freely to anybody irrespective of the position at which the employees are working.

References

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