

# UKS31506

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## **Resourcing and Talent Management**

## Introduction

Resourcing and talent management thus attracted the recruitment of individuals by the cost of having the right role at the right time and cost. This is being leveraged with the process of working on relevant workforce planning and data to be captured by the right sourcing approaches and digital tools used. This thus comes in the format of tapping by getting a diversified candidate pool of different cultures and communities. Thus proper talent is required for an organization to define the relevant culture and way of cultivating talent from the HR of the employee and top management. The "Great Resignation" is a term used in HR publications to describe the increase in employee turnover. The company "*Amazon*" suffers from this serious issue of great resignation and the leaders of the company faced the "Great Resignation" as the challenge of losing some of their valuable employees.

## Employee turnover impacting strategic goals of Amazon

Employee turnover is a great issue that the company "*Amazon*" is suffering from and due to that the CEO Jeff Bezos stepped down from the CEO position of Amazon on 5<sup>th</sup> July 2021. Then the president of the company Andy Jassy took over as the present CEO position but still in the last year 2022, faces the "Great Resignation" issues and suffers a huge loss due to losing some of their valuable employees. The employee turnover of Amazon thus affects the company's revenue and profitability (Almaaitah *et al.*, 2020). The impact of high staff turnover thus tends to decrease productivity, avoidable time spent on training new employees, and increased recruitment costs. Amazon has higher productivity and average cost value of the company size, thus facing employee turnover and losing valuable employees would impact the growth of the company.

It thus has difficulties in retaining its top talent by offering performance bonuses and appraisal with promotion. Amazon also emphasizes employee training and skill development which may contribute to the high turnover rate of the company (Anlesinya and Amponsah-Tawiah, 2020). The strategic goals of Amazon in meeting any deadline project thus get impacted by employee turnover and lack of many skilled employees thus preventing the company from taking on any complicated project. Losing a critical employee from the company thus impacts negatively on the innovation, thus in parallel affecting the service that guests may jeopardize with the major delays in project submission. Amazon's hiring practice and attendance policies thus rule on the contributions for the lack of job security that drives Employee turnover from the company to a mass number.

## People management processes of employee turnover

The people management process leads with Amazon by the process of leading, hiring, and developing team members. This thus includes the members to support the organization's mission. Thus managing the people by taking the number of employees that had left during the period consolidated with the average number of employees that were employed during that period. This needs to be managed by identifying the right talent from the team and giving them the responsibility of managing a team for themselves. A proper message needs to be passed from the hierarchy in encouraging retention early on. Recognizing and rewarding the employees and assigning responsibility to every employee must be the main motto of the company. A clear career path needs to be shown by each employee for identifying and bringing credibility from the right employee at the right point in time (Bibi, 2019). The management needs to encourage the employees every time a healthy work-life balance and thus create development and learning programs. Employee turnover can be reduced by employee motivation thus the ***“Motivation theory”*** is applicable to maintain the motivation in retaining the employee and reduce employee turnover. ***“Maslow’s Hierarchy of needs motivation theory”*** applies to the study of employee motivation and appreciable motivation theory in this study. This theory thus helps the organization to pass the motivational message and every type of employee appraisal bonus to be passed from the hierarchy of the organization. People management processes of employee turnover are managed through dismissal prices to reduce employee turnover by the skills that each employee possesses that need to be revealed. This works in such a workplace of communication that thus has the trust, communication, and patience to meet with a few skilled employees that would take the organization to such a success level (Shahi *et al.*, 2020). These coils also help to lead people as a manager for any skilled employees to get the maximum benefits and results from the organization, which would reduce the turnover rate of employees.

### **Conclusion**

It can be concluded that resourcing and talent management deal with the process of selling a job or offering it by the willingness of that person in doing so. Resourcing is needed for the organization of any employee who can meet the long-term needs of the organization. The company chosen here is Amazon, and thus the leader of the company's consequences of facing employee turnover turned down the company in very pathetic situations. Employee turnover impacts the strategic goals of Amazon thus discussed in the study with every such need of the organization's benefit to reduce employee turnover. The management process of employee turnover has been also

discussed with the way of managing people in an ethical way in the company. The theory of motivation in Maslow's hierarchy needs to motivate is also discussed which is applicable in this study for the context of employee motivation leading to employee retention.

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