



5HR02 - Talent Management and workforce planning

Tutor Support Session

Objectives of the session

- 1 Appreciate the content of the unit
- 2 Explore the key topics associated with the unit
- 3 Link to your assessment

Poll Activity:

How much experience do you have working with talent management and workforce planning?

Tight Labour Market Conditions (AC1.2)

- A labour market where there is fierce competition for talent.
- Demand is greater than supply

It could be a result of economic conditions such as rising GDP which often means lower unemployment or more specifically because of a demand for certain skills within a certain sector.

e.g. Scientists, Maths Tutors etc.

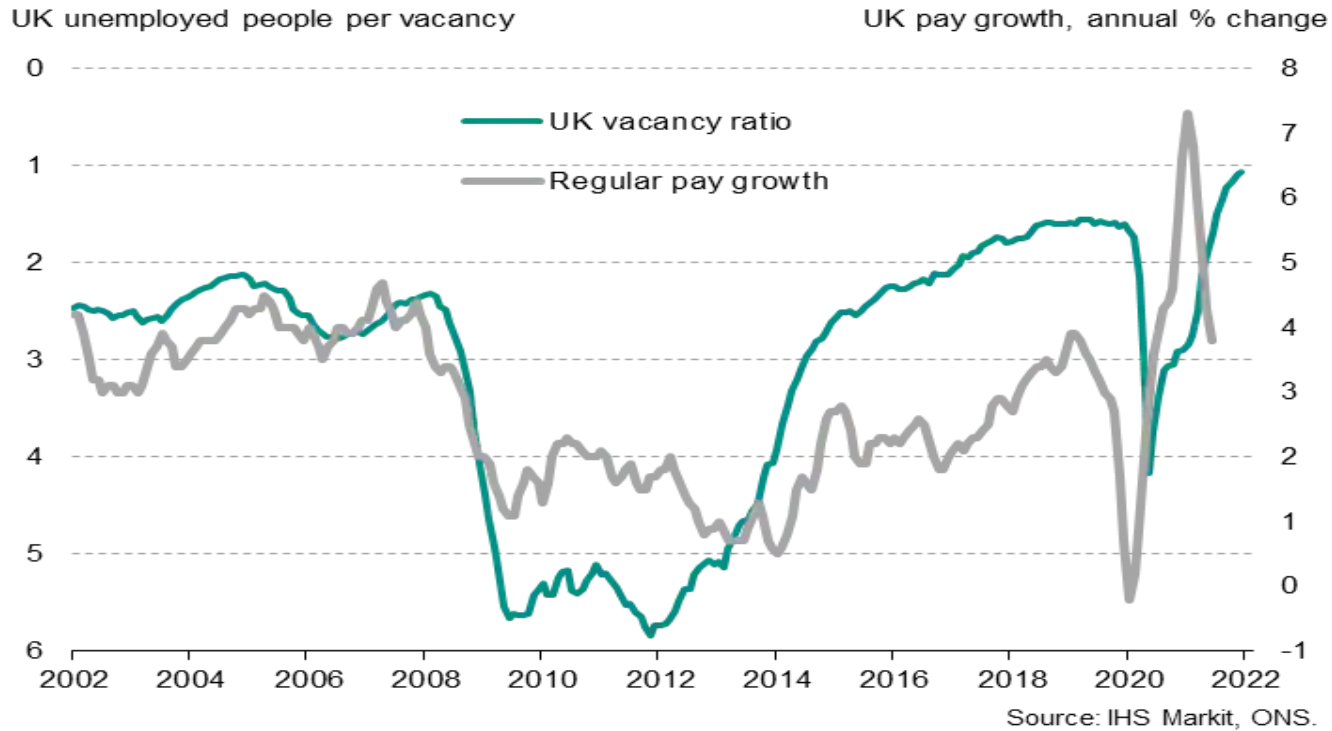
<https://www.cipd.co.uk/knowledge/work/trends/economy-labour-market-factsheet#gref>

Loose Labour Market Conditions: (AC1.2)

- This is the opposite of a tight labour market.
- Supply is greater than demand.
- This puts power into the hands of the employer in that they have more choice.
- It presents an opportunity to recruit skills and talent that they may have struggled to do so in a tighter labour market.
- For example, when the economy is in decline, we will see a loosening in the labour market as a result of rising unemployment.

<https://www.cipd.co.uk/knowledge/work/trends/economy-labour-market-factsheet#gref>

Tight and loose labour markets



<https://www.cipd.co.uk/knowledge/work/trends/economy-labour-market-factsheet#gref>

Chat Box/Poll Activity

What is the role of the Government, Employers, and Trade Unions in ensuring future skill needs are met?

(AC 1.3)

Dysfunctional Employee Turnover (AC 3.1)

CHAT:

- What is it?
- Is it present in your organisation?
- What are the costs associated with it?

POLL: Now let's explore further and identify some of the direct and indirect costs associated with dysfunctional turnover...



Poll Activity:

What are the differences between express and implied terms?

What is meant by custom practice?

(AC 4.2)

Assessment signposting

Week 1:

- 1.1 Explain how organisations strategically position themselves in competitive labour markets.
- 1.2 Explain the impact of changing labour market conditions on resourcing decisions.
- 1.3 Discuss the role of the government, employers, and trade unions in ensuring future skills needs are met.

Week 2:

- 2.1 Analyse the impact of effective workforce planning.
- 2.2 Evaluate the techniques used to support the process of workforce planning.
- 2.3 Explain approaches to succession and contingency planning aimed at mitigating workforce risks.
- 2.4 Assess the strengths and weaknesses of different methods of recruitment and selection to build effective workforces.

Week 3:

- 3.1 Examine turnover and retention trends and the factors that influence why people choose to leave or remain.
- 3.2 Compare different approaches to developing and retaining talent on an individual and group level.
- 3.3 Evaluate approaches that an organisation can take to build and support different talent pools.

Week 4:

- 3.4 Evaluate the benefits of diversity in building and supporting talent pools.
- 3.5 Explain the impact associated with dysfunctional employee turnover.
- 4.1 Assess suitable types of contractual arrangements dependent on specific workforce need.

Week 5:

- 4.2 Differentiate between the main types of contractual terms in contracts.
- 4.3 Explain the components and benefits of effective onboarding.

Useful Links:

Labour Market Enforcement Strategy 2023 to 2024: call for evidence:

https://www.cipd.co.uk/Images/CIPD%20Response%20Labour%20Market%20Enforcement%20Strategy%202023%20to%202024_tcm18-109670.pdf

CIPD Good Work Index

The CIPD Good Work Index provides an annual snapshot of job quality in the UK, giving insight to drive improvement to working lives:

<https://www.cipd.co.uk/knowledge/work/trends/goodwork#gref>



Question time

Avado