

Resourcing and Talent Management

Assignment Question 2022/2023

'The uncertainty caused by Brexit is an external factor resulting in diminishing mobility of talent pools both due to changing government regulations and the willingness of talent to relocate' (Farndale et al., 2021)

'In response to the COVID-19 crisis, job retention should be seen as a central aim and practice of HRM, rather than simply an outcome variable.' (Stuart et al., 2021)

Essay Question:

Outline the implications of the recent changes above on the labour supply in one of the following sectors () and critically analyse the recruitment and retention practices an organisation could use to alleviate these implications.*

(*) Please choose **ONE** of the following sectors:

- **Hospitality:** this may include hotels, restaurants, bars and entertainment, the night time industries, etc.
- **Manufacturing:** this may include engineering, food and drink production, automotive, etc. and may consider both technical and managerial positions
- **Haulage and Distribution:** this may include HGV drivers, but also may include delivery drivers, warehouse workers, etc.
- **Healthcare:** private or public; this could focus on either medical or support staff
- **Your own sector:** this should be an organisation in which you work/ have worked or are on placement with. Students choosing this option should clarify appropriateness with tutor before proceeding.

Word count: 3000 words (+/- 10%)

Due Date: Wednesday 11th January 2022 by 1.00pm

Remember to refer to appropriate literature to support your answer – see GCU Library pages for advice on Harvard Referencing System.

Sources:

Farndale, E., Thite, M., Budhwar, P. and Kwon, B (2021) "Deglobalization and talent sourcing: Cross-national evidence from high-tech firms." *Human Resource Management*, 60(2), pp. 259-272

Stuart, M. Spencer, D.A., McLachlan, C.J. and Forde, C. (2021) "COVID-19 and the uncertain future of HRM: Furlough, job retention and reform." *Human Resource Management Journal*, pp. 1-14