

Manchester of Talent Acquisition In-House Recruitment & Talent Pipeline

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Abstract

In this ultra-modern world, everything has become modernized. Every sector has been updated including the IT sector, Education sector, and Non-IT sectors as well. Moreover, every employee in these sectors gets updated in their domain areas. However, most of the employees have become top-notch techno-geek and those employees choose the employer to work with. It is indispensable to create an attractive talent acquisition strategy to attract the righteous talented employee to get hired in an organization. There are so many talent acquisition methods like top-notch employer branding, intrapreneurship, in-house recruiting, talent pipeline, etc. This conceptual study intends to uncover the talent acquisition strategy such as in-house recruiting and talent pipeline. Also, attempts to unearth the truth behind acquiring talent resources through in-house recruiting and talent pipeline. Furthermore, steps to set-up in-house recruiting, reasons to adopt in-house recruiting, possible ways to build a talent pipeline in an organization, and benefits of using talent pipeline in a process of talent acquisition.

Keywords: In-house Recruiting, Talent Acquisition, Talent Pipeline, Employer, Employee.

Introduction

In this sophisticated and complex world, everyone is crawling to survive as well as to be on top. Similarly, every organization does fight and wheel for its sustenance and growth. Especially, IT sectors having a hard fight to be on top. It is to be noted that to be on top, every organization does need a topmost technical geek. It is employers' responsibility to attract the right talented employees, wherein some of

the best strategies to attract top most techno-geek are in-house recruiting, talent pipeline, etc. This talent acquisition helps to acquire an employee not only to fill the current position but also to fulfill the future requirements (Roy & Ratnawat, 2012). Talent acquisition is the main process of acquiring talent for future objectives too. It is very clear that talent acquisition isn't just about filling the vacancies; it is about long-term strategy (Ahmad & Schroeder, 2002). It is important to understand that for acquiring some top most talented employees, the employer should put effort into attracting them. In-house recruiting is one of the best strategies to get the right talented employee for the right job (Mukundhan, 2019). Also, in-house recruiting, talent pipeline does have potential and unique way to get into the right talented employees. The talent pipeline helps the employer to fulfill the sudden vacant positions (Gandz, 2006).

Literature Review

The research study conducted by Sinha and Thaly stated that the in-house recruiting process helps an employer to find the right talent. Also, they stated that every organization does have an in-house recruiter. In-house recruiters help an employer to hire permanent staff and their main aim to attract a talent to retain (Sinha & Thaly, 2013). A study conducted by Mohan & Sameer in 2014 enumerated the usage of in-house recruiting. Moreover, they stated that in-house recruiters change the administrative tasks to complex recruiting duties. Yet another study conducted by John explained that the talent pipeline is a blend of knowledgeable candidates able to accept recently vacated positions or even newly created positions (Jain, 2007). The On-hold talent pool can include internal candidates who are bright and can be interchanged or promoted from within the organization as well as acquiring the candidates from different external sources such as online job portals, referrals, and career web-pages (Phillips, 2008). Also, a talent pipeline is defined as a ready pool of potential candidates who are qualified and prepared to step up and fill relevant key roles within the organization as soon as they fall vacant. This on-hold talent pool can include internal employees who show promise and can be promoted from within the organization as well as candidates from external sources like referrals, online job portals and career web-pages (Prarthana, 2019).

Objective

To conceptually understand the talent acquisition strategies such as in-house recruiting and talent pipeline.

In-House Recruiting – An Overview

In-house recruiting is one of the positive ways of filling freshly opened positions. The major reason for this kind of acquisition is that present employees are aware of the company's mission, vision, and culture. Similarly, the employers are aware of

the characteristics and also easy to find a talented employee who can be an ideal candidate for any upcoming position. Every organization should try in-house recruiting before looking outside our own company. Also, it has to enable an in-house recruitment team inside to meet its objectives.

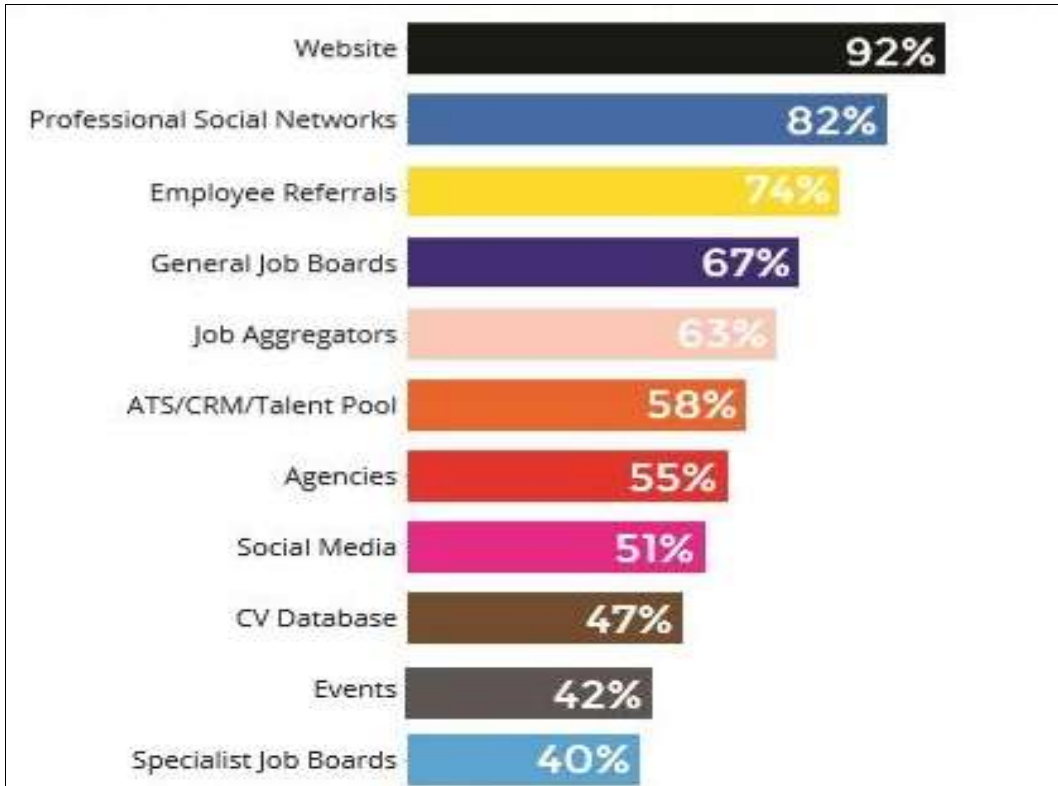


Fig. 1

(Source: Daily Insights for Business Leaders)

This team advertises the job on their website so then they can attract the right talented employees from their organization. Also, it uses internal databases and websites to identify talented employees and build a broad network of potential candidates. The daily insights for business leaders have been studied through a survey, wherein it has been found out that to attract talented employees most of the organizations do use their websites. Moreover, the current employees are more adaptable than a new hire. The percentage distribution of aforesaid aspects in terms of recruitment sources are indicated in the above figure.

Discussion

Set Up In-House Recruitment

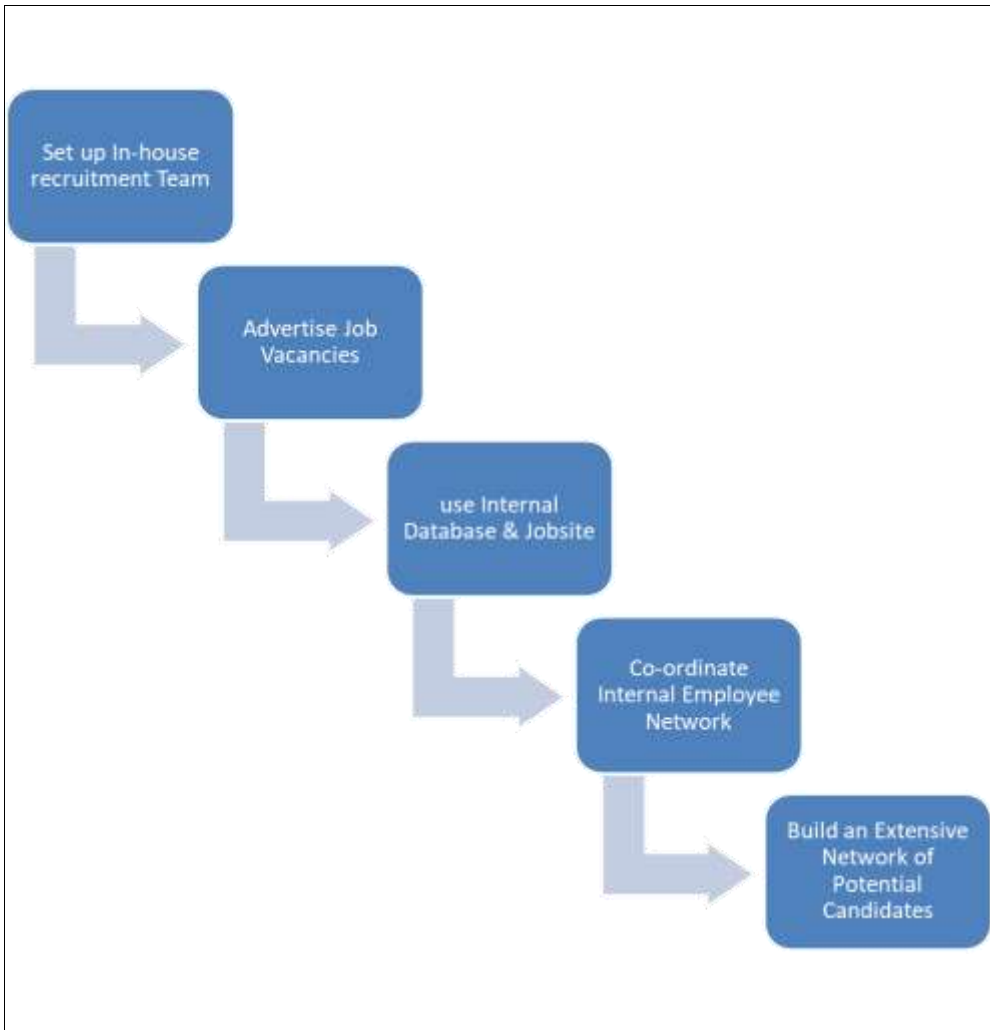


Fig.2

In contemplation of acquiring the right talent, organizations should set up an in-house recruiting team so then an employer can be less burdened to find the right talented employees, which is indicated in the above figure. Once the team has been set up, they will advertise the job vacancies on their website. Once pop up has been shown, the in-house recruiting team started to search for the right candidate using an internal database as well as job sites. This helps to co-ordinate the internal employees' network. Once everything has been built, an employer can keep track of potential candidates.

Table 1: Pros & Cons of In-House Recruiting

S. No.	Advantage	Disadvantage
1	Reduce time to hire	Create resentment among managers & employees
2	Reduce the cost	Leave a gap in an existing workshop
3	Shorten onboarding time	Result in inflexible culture
4	Strengthen employee engagement	Limit pool of applicants
5	Less risky	Less respect
6	Improves employer brand	Limitation of options

Usage of In-house recruiting helps in reducing the time to hire and cost of acquisition. One of the main reasons to adopt in-house recruiting is to improve the employer brand. Like a coin has two sides, in-house recruiting does have a double side. In-house recruiting creates the only limitation of options.

Talent Pipeline

A talent pipeline is a top-notch people where an organization may want to hire them in the future. It is like holding and tracking the future needs of an organization. Moreover, some of the major positions like executive positions, team leads can be replaced by the talent pipeline. This develops a long-term relationship with great potential candidates. They can even become a top executive. Thus, the talent pipeline strategy becomes the outcome of “relationship-centric” recruiting. This in turn changes the company’s strategy from reactive to proactive acquisition. It is important to understand that instead of searching for a candidate to fit into a position, talent pipelining focal point is to build a relationship with a potential talent for meeting the future requirements and opportunities within an organization.

Ways to Build Talent Pipeline Model

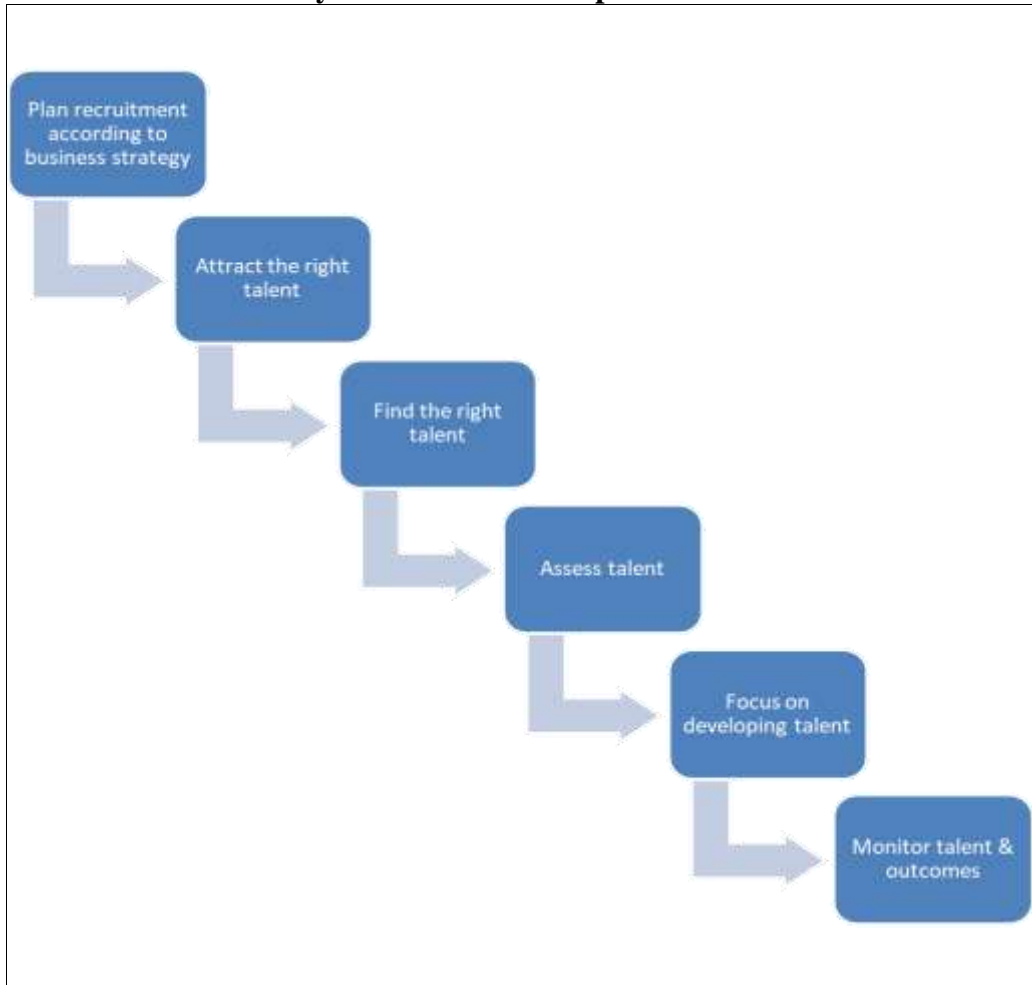


Fig. 3

To build a talent pipeline, the HR managers should understand recruitment according to business strategy in accordance with the Talent Pipeline Model shown in the above figure. Once everything has been set, the organization should focus on keeping an eye on top-notch candidates. Moreover, the employers should find the right talented employee from networking events, LinkedIn, dedicated recruitment campaigns, and leverage existing contacts. Once found a talent for future opportunities, the organization should have to assess talent and focus on developing it. The increasing of talent pipeline as much as an organization can help gauge future opportunities. The pros and cons of talent pipeline is indicated in Table 2.

Table 2: Pros & Cons of Talent Pipeline

S. No.	Advantage	Disadvantage
1	Quality of hire is high	Some don't want to be in a talent pool line
2	Identify talent earlier	Talent can find other company
3	Higher retention rate	More competition
4	Higher offer acceptance rates	Limit pool of applicants
5	Lower salary costs	Limitation of options
6	Critical positions will be filled easily	Lowest positions won't be filled
7	Superior candidate experience	Requires a lot of time
8	More diversity prospects and hires	Higher cost in recruitment

The talent pipeline has both advantages as well as disadvantages. Though there are many advantages and a disadvantage, adopting a talent pipeline is one of the best ways to acquire a talented employee. The talent pipeline increases the retention rate and helps to hire people from diverse cultures.

Suggestions

- Employers should have a pulse on present trends and eyes on future. This will be carried out with the help of talent pipeline.
- Through in-house recruiting, employers can identify the best talent who uses their creativity and strong in their field.

Conclusion

In this world, everything has become a competition and many different competitions do exist like one-to-one, organization-to-organization, etc. The IT sector has been experiencing the biggest competition always due to globalization and swift demands. Every organization is fighting its level best to be on top of its industry, wherein talented employees make that happen very fast. The most important thing is that employers should do periodically is to acquire top talented employees for achieving the phenomenal growth of organizations. Moreover, to acquire a top talented employee the employer should look into every strategy. The best strategy is acquiring a talented employee through in-house recruiting and identifying another in the talent pipeline. This helps a lot to find out good talented employees and retain them for meeting the requirements and fulfilling professional exigencies. Also, the talent pipeline employer can hire an employee within the organization as per the immediate need for fulfilling positions accordingly at large.

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