People resourcing and talent planning: HRM in practice

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Focuses on the resourcing of organisations with people, this engaging text achieves a balance between academic rigour and practitioner relevance. This balanced approach, together with the breadth and versatility of the content, enables the book to be used effectively for modules based on the CIPD Professional Standards and other upper-level HRM modules. Substantially revised and updated to match new CIPD Professional Standards, this fourth edition promises to make the subject even more involving and understandable. Readable and clear, People Resourcing and Talent Management uses real life examples and case studies to examine how HR theory and concepts apply in practice. This book addresses a broad range of HR issues and covers all the activities that are essential for the acquiring, managing and retaining talent this from HR planning through to release from employment. It describes and analyses contemporary HR practice and puts it into context, covering the latest developments in people resourcing and talent planning. This text meets the knowledge and understanding requirements for the CIPD's Resourcing and Talent Management module.
Resourcing And Talent Planning. Filed Under: Essays Tagged With: Recruitment. 3 pages, 1163 words. Four Factors that affect an Organisations approach to attracting talent and recruitment and selection. 1. Skills Shortages. 2. Costs / budgets. The use of agencies to source talent has reduced dramatically due to the cost impact this has on the business. In order to save costs of recruiting the focus now seems to be on developing talent in-house rather than attracting external talent into the business. Businesses improve the quality of life for people and create a higher standard of living. It is a way for individuals deal with stress and diverse people, and most of pool their assets, talents, funds and borrowing that will be cost effective, timely. Readable and clear, People Resourcing and Talent Management uses real life examples and case studies to examine how HR theory and concepts apply in practice. This book addresses a broad range of HR issues and covers all the activities that are essential for the acquiring, managing and retaining talent – this from HR planning through to release from employment. It describes and analyses contemporary HR practice and puts it into context, covering the latest developments in people resourcing and talent planning. This text meets the knowledge and understanding requirements for the CIPD's Resourcin...