



HUMAN RESOURCES STRATEGY – Discussing Staff turnover & Recruitment

Department Manager (Sacha): Since the recent **merger** with the Japanese group, our **staff turnover** has increased a lot in the past two months. There is a growing number of senior executives' **resignations**....

HR Manager (Clara): It is indeed a **tough issue** we must **solve**...How did your morning meeting go with your area managers?

Dept. Manager (Sacha): Not very well to say the truth..., I was forced to **dismiss** one of them after sending him both oral and written **warnings**.

HR Manager (Clara): **It's a pity** he didn't change **distributors** and lost so many **market shares** in an already difficult context! Well ..., it was **a just-case dismissal**, we need to **move on** and **implement** appropriate solutions. What are your suggestions for increasing **staff loyalty** and **recruiting** the needed profiles?

Dept.

Manager (Sacha): **I believe we should** reconsider our in-house **promotion policy** and communicate more on corporate **job openings** to our hardworking **executives**, based on their **seniority**. If we **provide** them **with** the right **pay raise**, it will certainly have a **substantial** impact on their motivation.

HR Manager (Clara): I guess you are right. We also need to **hire** more operational profiles for the new export **markets**. The **vacancies** should fit some bright **graduates** with high school degrees, bringing a fresher vision to our business worldwide.

Dept. Manager (Sacha): Sure, we would just need to **advertise** in the **classified ads**, or call on the services of a **head-hunting agency**. Given the present **unemployment rate** in the region, the process should be quite rapid. The last issue to **tackle** is finding key talents for more executive positions ...

HR Manager (Clara): Well, we will need to be **attractive**, the chosen head-hunting company should be of great help, managing **curriculum vitae** and candidates' interviews.

I am organizing a meeting with them on next Thursday 03.00 p.m., would you like to **join** us?



Dept. Manager (Sacha): Definitely! We will then be able to **address** my department's specific needs among other things ...Oh, **I must be off** now, I am having lunch with my wife, Thanks for your time and **see you next week!**

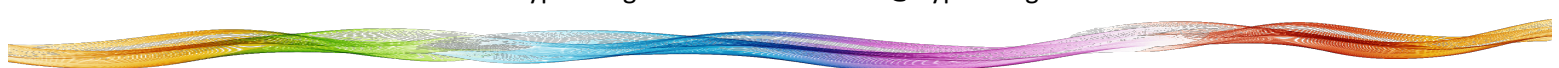
Vocabulary :

a merger (n.)
a resignation
an issue (n.)
an area manager (n.)

a company policy (n.) **the seniority** (n.) **a job opening** (n.)
a pay raise/rise (n.)
a distributor (n.)
a market share (n.)
a just-case dismissal (n.)
a graduate (n.)
a rate (n.)
a head-hunting agency (n.)
an executive position (n.)
an interview (n.)
a warning (n.)
a suggestion (n.)
a need (n.)
the staff turnover (n.)
the unemployment
the classified ads (n.)
the staff loyalty (n.)

to solve (v.)
to dismiss (v.)
to move on (v.)
to implement (v.)
to increase (v.)
to decrease (v.)
to provide (v.)
to hire - to recruit (v.)
to advertise (v.)
to call on (v.)
to tackle +n (v.)
to address an issue (v.)
to join (v.)

tough (adj.)
relevant (adj.)
substantial (adj.)
in-house (adj.)
operational (adj.)
bright (adj.)
attractive (adj.)
definitely (adv.)





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I believe we should... (exp.)

I must be off now (exp.)

see you next week (exp.)