

# UNIT 4: The Travel and Tourism Business Toolkit

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EXAMINE THE KEY PRINCIPLES OF REVENUE MANAGEMENT FOR THE  
TRAVEL AND TOURISM INDUSTRY

# Human Resource Lifecycle

The HR life cycle is the sequence of the stages employees go through and the role human resource managers are tasked to take on during each one of those stages.

When there's a breakdown at any stage of the HR lifecycle, you need to take the necessary steps to sort out the issue such that both your employees and your business continue to grow.

# Human Resource Lifecycle; Models

There are several models or versions of the Human Resources Cycle:

- ▶ The 3 stage Human Resources Cycle model
- ▶ The 4 stage HR Cycle model (1)
- ▶ The 4 stage HR Cycle model (2)
- ▶ The 5 stage HR Cycle model
- ▶ The 7 stage HR Cycle model
- ▶ The 8 stage HR Cycle model

# The 3 stage Human Resources Cycle model

1. Recruitment
2. Retention
3. Redeployment

# The 4 stage HR Cycle model (1)

1. Recruiting and On boarding
2. Orientation and Career Planning
3. Career Development
4. Termination or Transition

# The 4 stage HR Cycle model (2)

1. Recruit
2. Train
3. Evaluate
4. Promote

# The 5 stage HR Cycle model

1. Recruitment
2. Education
3. Motivation
4. Evaluation
5. Celebration

# The 7 stage HR Cycle model

1. Recruit
2. Manage
3. Reward
4. Train
5. Motivate
6. Policies
7. Evaluate



# The 8 stage HR Cycle model

1. Job description
2. Selection and placement
3. Organisation design
4. Skills assessment
5. Training and education
6. Performance management
7. Compensation and reward
8. Career planning and career development



# HR LifeCycle

# The Human Resource Lifecycle

- ▶ Attraction
- ▶ Recruitment
- ▶ Onboarding
- ▶ Enablement
- ▶ Development
- ▶ Retention
- ▶ Separation

# Bibliography

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