

The employee lifecycle reflects the journey a person undertakes within a company, from hiring to departure.

- o Significance: A seamless departure procedure boosts the organization's standing, creates a favorable impression, and preserves good relations with ex-employees, aiding the organization's overall reputation.

Development:

- o Role: HR teams create and execute training and development initiatives focused on improving employee skills and abilities, as well as establishing career advancement plans to facilitate their professional development
- o Significance: This position improves employee performance, elevates productivity, and raises job satisfaction, thereby fortifying employee loyalty and aiding in achieving organizational objectives.

Individuals Engage in Roles During Recruitment, Development, and Separation Phases:

Recruitment:

- o Role: People practitioners hold the responsibility of drafting precise job descriptions, advertising job openings, performing interviews, and assessing competencies to guarantee optimal candidate selection.
- o Significance: Choosing the appropriate candidates fosters robust teams, minimizes turnover, and enhances organizational stability and efficiency.

This discussion highlights that the roles individuals engage in during recruitment, development, and separation phases are vital for enhancing the employee experience and reaching organizational objectives.