

TALENT MANAGEMENT

By

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ABSTRACT:

Talent management concept considered as mainstay in HRM examines as it shelters altered attributes of social remedies via mending employees' abilities and expertise through dissimilar techniques. In this competitive business span many firms are facing various provocations in talent management .On International level skilful employees are flattering as a huge significance for the companies. The demand for skilful workers is big because they are people who guides the organisation and accountable for accomplishments of the goals .The motive of organisation is to strive for the excellent people. These distinguish the tactical prominence of this management and generate a connection between organisational performance and talent management.

KEYWORDS: Talent, Skills, Recruitment, Attributes.

INTRODUCTION:

Talent management can be cleared as a cautious method applied to recruit or hiring, developing and retaining people with the necessary qualifications otherwise abilities towards current or future goals or needs. It is a construction of a loyal and understanding people organizational culture. Therefore, talent management, recruitment, development, is an organization commitment to retaining utmost brilliant workers offered now in a job marketplace. Today due to stiff competition in every sector of the business world, organizations are dying for the best people from work shop. This management begins with the credentials of an apt capable persons required in a union then an appropriate choice of individuals by means of the requisite competence and skills in the desired job. After identifying and selecting the right type of individuals, it applies competitive compensation that can include attractive pay-packages for employees, periodic wage increases, and health insurance, payment cards, and more. The selected workforce is provided with training and regularly refreshed programs. Challenging the business environment of today's global and competitive environment, there is increasing pressure on organizations to perform better than before.

OBJECTIVES:

Current study has following objectives.

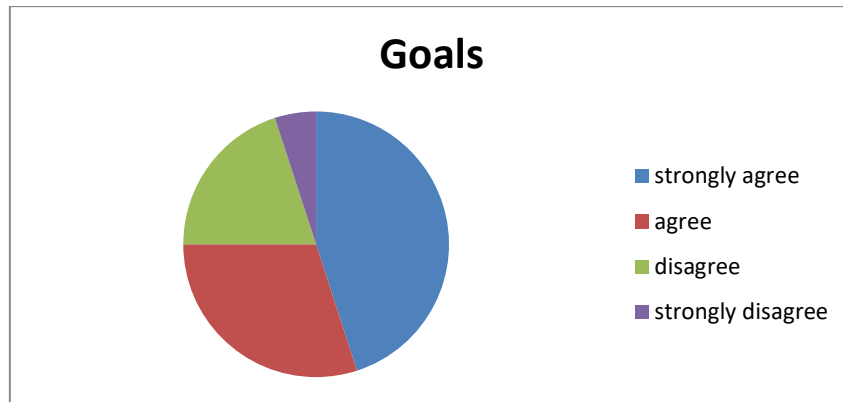
- To know various retention plans in organisational excellence.
- To know the roles of talent management in organizations.
- To examine the relationship among attraction, retention, engagement of talent management.
- To understand various barriers and resolving methods.
- To understand the model for Talent Management.
- To Study the roles of HR and line management in talent management.

REVIEW LITERATURE:

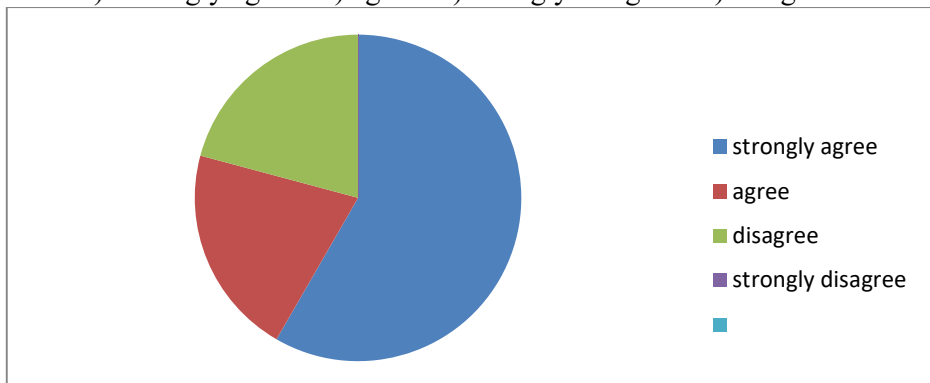
- M.Armstrong “Talent management is a routes of certifying that brilliant public are fascinated, engaged, encouraged also advanced in mark through an essentials of the union”.
- B.Jamka Talent management is a “desirable, advanced, and preservation” of the abilities, that is a maximum cherished work participants, by creating conditions conducive to their potential development, so that they can be put to use for the company’s operations for as long as possible.
- J.Moczydłowska Talent management is a set of events occupied regarding workers by owing abilities, to confirm their improvement also raise functioning proficiency, whereas instantaneously reaching company aims.
- S.Borkowska Talent management links executing usual key activities as part of human resources management, while simultaneously applying more advanced methods and techniques.

DATA INTERPRETATION:

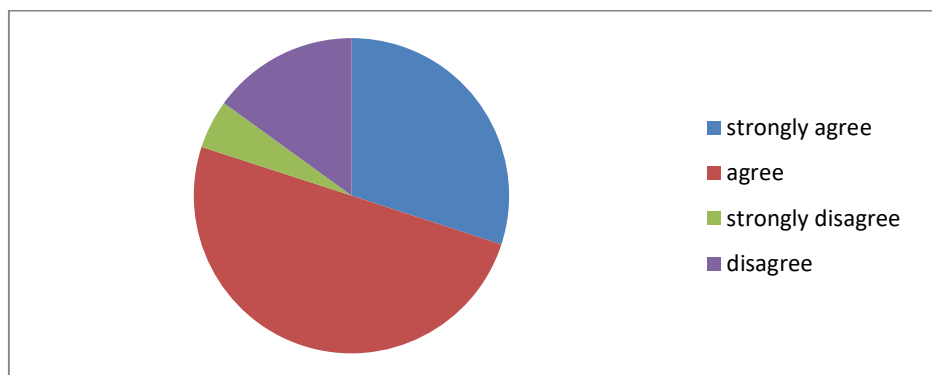
1. Talent management reaches the current and future goals of organisations. []
 a) strongly agree b) agree c) strongly disagree d) disagree



2. Talent management recruits potential employees in the organisation. []
 a) strongly agree b) agree c) strongly disagree d) disagree

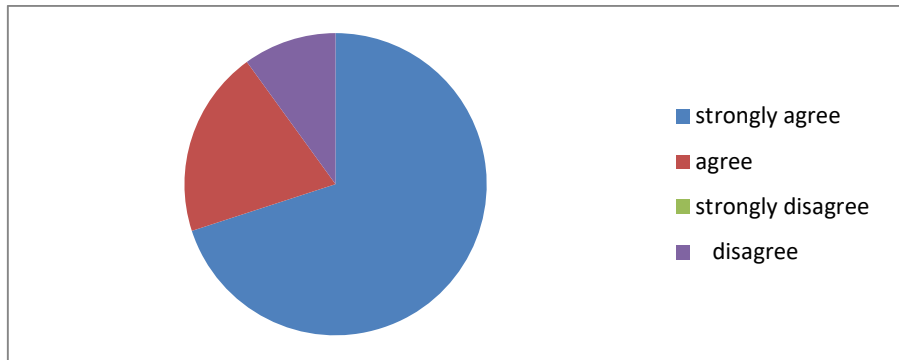


3. Talent management studies the roles of HR. []
 a) strongly agree b) agree c) strongly disagree d) disagree



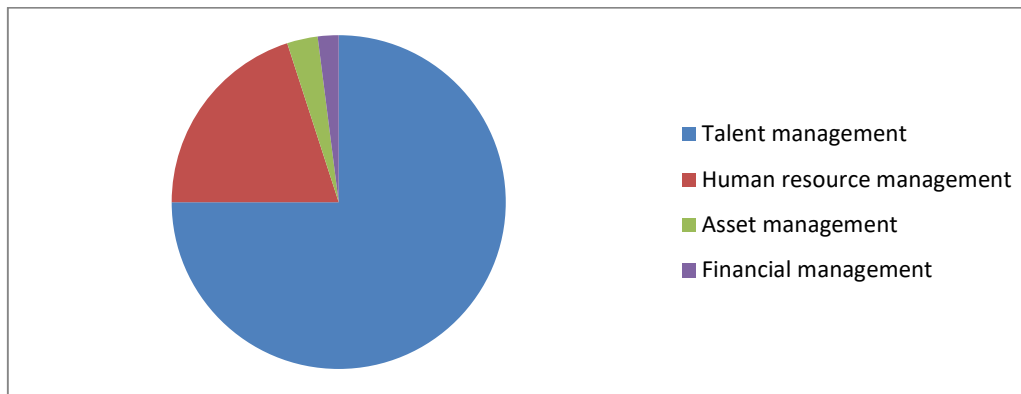
4. Talent management improves career opportunities. []

- a) strongly agree b) agree c) strongly disagree d) disagree



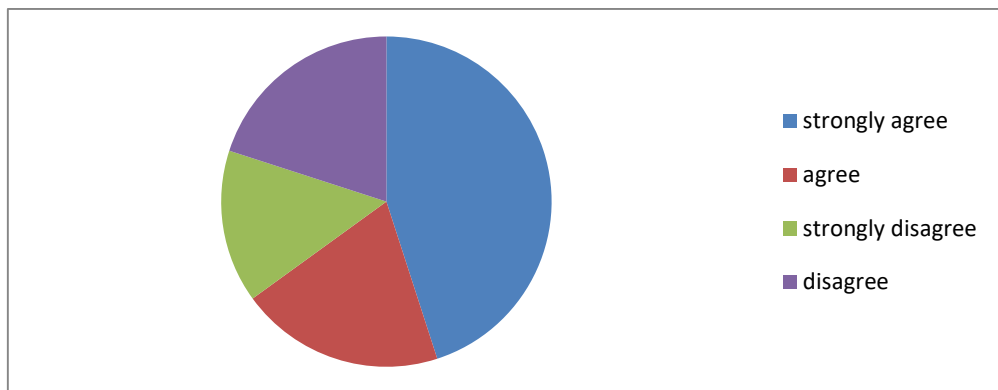
5. The factor that takes the company to the top level. []

- a) Talent management b) Human resource management c) Asset management d) Financial management



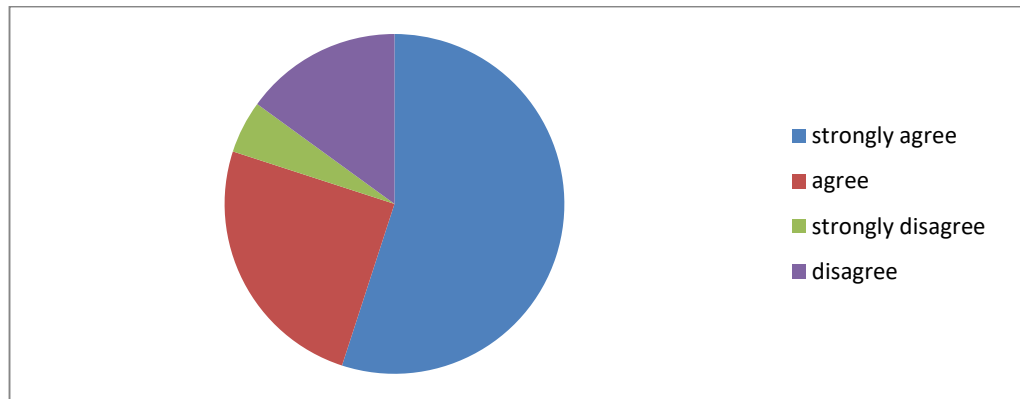
6. It solves the various barriers. []

- a) Strongly agree b) agree c) strongly disagree d) disagree



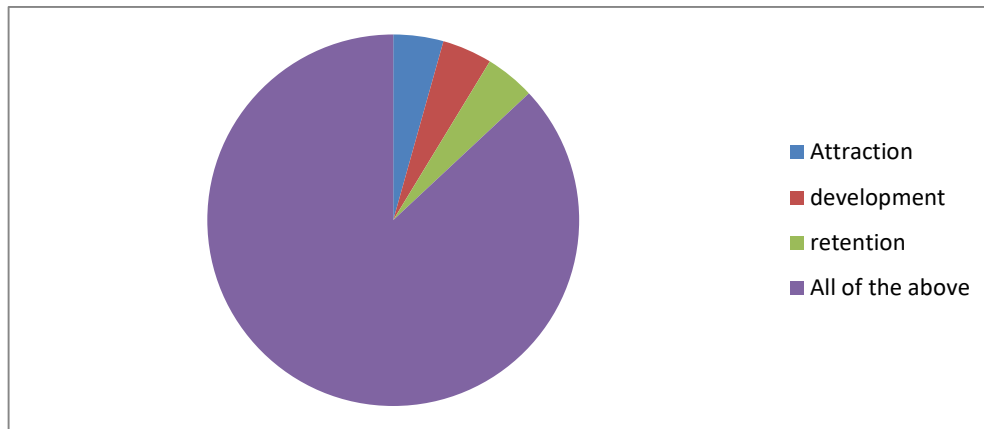
7. The talent management increases the competition among the employees to perform better. []

- a) Strongly agree b) agree c) strongly disagree d) disagree



8. Talent management helps in []

a) Attraction b) development c) retention d) All of the above



FINDINGS

- Most of the people believe that talent results in good performance of the employees at work place.
- Talent management helps in increasing the competition levels.
- This helps in solving the barriers and reaching the top levels in the organisation.

SUGGESTION

- To provide training and development programs effectively.
- Engaging the accurate individuals to the right job.
- Identifying the talents that are required in the organisation.

CONCLUSION:

The challenges of the workforce and the rapidly changing environment are the major reasons why the banking sector needs to develop a strategy regarding the management of talent within banks. Banks can take into account the various perspectives on talent management. Practices such as attraction, recruitment and engagement have an important role when managing talent in banks. Talent management should be taken into consideration to get benefits from competent employees also to cultivate the personnel in banks. Various factors such as work-life balance, learning environment and succession planning play an important role in keeping employees and using them for the benefit of the company. Effective talent management requires commitment from all stages of the organization. Employee engagement is important for altering the structure of banks. Organizations can make a good residence in a marketplace via consuming operative labour force enactment.

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