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05

A Study of Talent Management and its Impact on Organisation

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Abstract
In today's very competitive and complicated world economy, one of the biggest challenges that almost every company faces is being able to successfully bring in, evaluate, teach, and keep skilled workers. Right now, there is a shortage of talent in the job market, so every business wants to have the best and most capable employees. With the help of Talent Management, this can be done. Talent Management involves all the steps from planning and hiring to training, managing, and paying employees across the whole company. Having skilled workers has always been key to a company's success, and it leads to higher productivity and cost savings. However, keeping these skilled workers is difficult, especially since the job market is very eager for talent. Different generations of workers have different expectations, and if those aren't met, they might leave a company fairly quickly. Retaining and developing talented employees is a key to a company's success, and it depends on more than just money and benefits. This paper is based on a thorough review of existing literature and uses secondary sources to achieve its goals.

Keyword: Competencies, IT Sector, Talent Management

Introduction

Talent means having a natural ability, skill, or the capacity to do a certain type of work or job. In the language of management, talent refers to the process of finding, teaching, using, and keeping the skills and abilities of employees for the benefit of the organization. Talent management is a planned way of getting, developing, and keeping people who have the right skills or talent to help the organization reach its current and future goals. It also involves creating and maintaining a work environment that supports and values its people. Talent management shows an organization's dedication to finding, developing, and keeping the most skilled and high-quality workers available in the job market. Today, talent management has become almost essential in modern organizations. Because competition is so fierce in all areas of business, companies are trying hard to get the best people from the job market. However, it is not easy to attract top talent. It takes a lot of knowledge, skill, and experience for an organization to successfully find the best people in the industry. A large part of the Human Resource Department is focused on talent management, mainly to identify and bring in the best possible talent.

A research on talent management: conceptual approaches and real-world difficulties by Peter Cappelli and JR Keller (2014) The author says that managing talent in today's job markets has been a common topic for both researchers and people working in the field. Talent management has changed a lot in the past ten years and now covers all the issues and ways of handling talent. Strategic job methods are part of talent management that includes both bringing people in and keeping them. These methods use people and jobs as key ways to make a company's workforce different from others. Some of the new things companies are dealing with include finding and keeping their best workers, assessing how well they are doing, looking at their future potential, sharing that potential with others, making jobs more attractive, hiring people for overseas offices, and developing leaders who can work in different parts of the world. On the other side, managing talent from outside the company is also a challenge. This includes looking at the pros and cons of hiring from outside, how companies promote hiring from outside, using executive search firms, online job sites, and social media. This study covers many different areas related to dealing with talent management problems that are coming up.

(Lee & Town, 2020) The talent management policies and practices of the Western Cape Provincial Government were studied through an empirical analysis. The study found that talent management methods, and more broadly, human resource practices, are not well connected or aligned. The authors proposed an integrated talent management model (ITMM) for the public service to address these issues. Their case study showed that many of the HR problems faced by provincial departments are because there is no integrated approach to talent management. These problems include poor coordination and alignment of processes, a silo mindset in different departments, skill shortages, outdated paper-based systems, and not hiring or keeping enough qualified people in key roles. These factors lead to employee dissatisfaction and a lack of order or control. The authors stressed the importance of an integrated talent management model (ITMM) throughout the study. According to the analysis, adopting this model can improve public officials' commitment, productivity, efficiency, performance, retention, and dedication. If the talent of public officials is properly developed, the public service can become more professional and better able to provide quality services to South African society.

(Singh et al., 2017) The study mainly looked at how businesses in the information technology sector are using stress-reduction methods like meditation and participation in programs. However, supervisors are not effectively identifying employees' hidden talents. So, talent management should be part of a business along with other initiatives. The study found that most employees in IT businesses experience job-related stress. According to the survey, factors like family problems, job instability, low pay, poor health, and others contribute to stress among IT workers. The study also found that most respondents suffer from both physical and mental health issues such as high blood pressure, tiredness, monotonous work, body pain, back pain, depression, and sleep problems.

(JOSE, 2019) The study looked at how innovation helps in hiring and getting the right people for jobs. It also studied the different technologies and ways that companies in the IT industry manage their people. The study also looked at how the HR department in IT companies uses new technologies to find the best people for their jobs. The study aimed to understand how IT companies use new tools for hiring. Another goal was to look at how IT companies manage their talent through HR practices. The study also focused on how well new ideas, technologies, and HR strategies help IT companies bring in skilled workers. It found that innovation is very important in hiring talent and uses many technologies and methods like big data, AI, chatbots, social media, video interviews, and teleconferencing. These tools have a big effect on the growth and success of the organisation by bringing in skilled workers. The study also looked at how IT companies use HR methods for managing talent and found that using these strategies and new technologies is helpful in attracting the right people for IT companies.

(Harshita & Bhanupriya, 2018) The study looked at the challenges that IT companies have in keeping their employees. It noted that the IT industry has big problems in keeping talented people. The report said that the support from top management helps in keeping employees. The study said that the main reasons people leave their jobs are things like not being able to reach their full potential, not getting enough pay or benefits, not having good opportunities for growth, working long and irregular hours, health issues, and high levels of stress. The study concluded that managing employees well is important for the business to succeed.

(Vishnoi & Rajan, 2020) The study focused on employee engagement as a key part of human resources in all kinds of companies. Their findings showed that there is a big difference between men and women when it comes to choosing a job in the IT and education sectors. The study explained that working has a bad effect on both men and women because it affects their health and how they talk about their jobs. The overlap between work and family life showed that both men and women don't have enough time for their families and that work affects the quality of their home life. If men and women work more than the usual hours to move up in their careers, there is a big difference between the genders in how their work is affected in the IT sector. However, there is not much difference between men and women when it comes to how long hours of work help the organisation grow.

Research Methodology

1. Sampling Design : Random Sampling Design
2. Sampling Technique : Questionnaire Sampling The advantage of sampling are that it is much less costly, quicker and analysis will become easier,
3. Sample Size : 100 Responses
4. Tools used in the report rate: Pie chart Bar graph MS Excel Software Questionnaire.

Data Analysis And Interpretation

1. Gender

Gender	Respondent	Percentage
Male	53	53
Female	47	47
Total	**100**	**100**

Interpretation: There are 53% of male and 47% of female in this data.

2. Age Group

Age Group	No.Of.Respondents	Percentage
18-25	76	76
25-35	18	18
35-45	4	4
Above 45	2	2
Total	**100**	**100**

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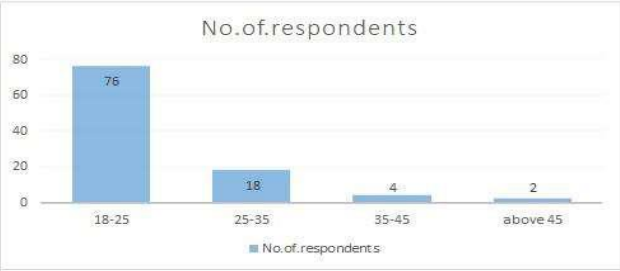
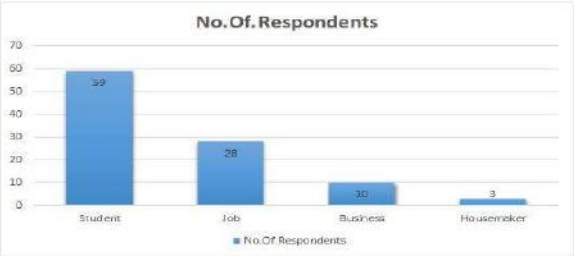


Interpretation -76% of the respondents are between 18-25 age group, 18% of the respondents are between 25-35 age group .4% of the respondents are between 35-45 age group and 2% of the respondent are above 45 age.

3. Occupation

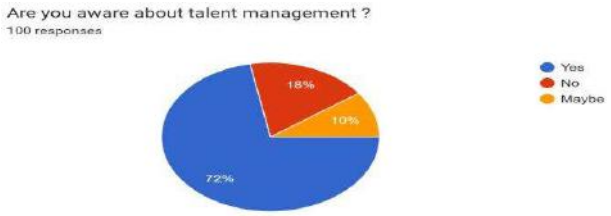
Occupation	No. Of. Respondents	Percentage
Student	59	59
Job	28	28
Business	10	10
Housemaker	3	3
Total	**100**	**100**



Interpretation -59% of respondents are students, 28% of respondents are doing job. 10% of respondents are doing business and 3% of respondents are housemaker.

4. Are you aware about Talent Management?

Awareness	No.Of. Respondents	Percentage
Yes	72	72
No	18	18
Maybe	10	10
Total	**100**	**100**



Interpretation -72% of respondents are aware about talent management. In which 38 responders are male and 34 responders are female,18% of respondents are not aware about talent management. In which 11 responders are female and 7 responders are male and 10 % of respondents are not exactly aware about what is talent management. In which 2 responders are female and 8 responders are male.

5.How does organization identifying Talent?

Identify Talent	No.Of. Respondents	Percentage
By competencies	36	36
By results	19	19
By potential	45	45
Total	**100**	**100**

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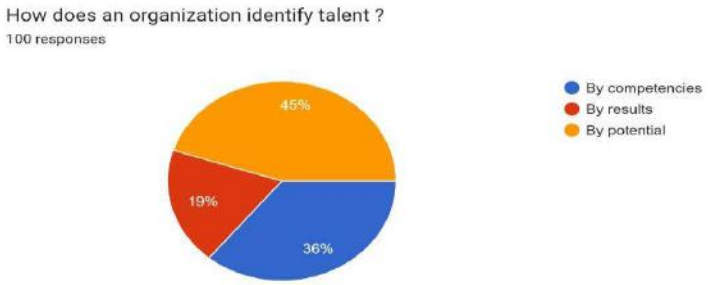
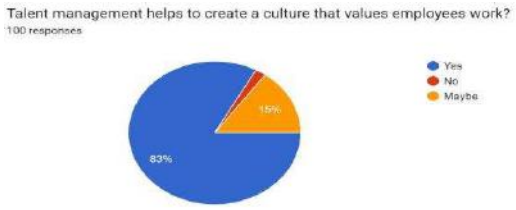


Interpretation -As we can see in table that 36% of respondents think that competencies is the way to identify talent of employees in organization,19% of respondents believe that by results we can identify the talent in effective way in organization of employees as well as 45% of respondents think that being potential in organization helps to identify talent of employees in better way.

6.Talent Management help to create a culture that values employees work?

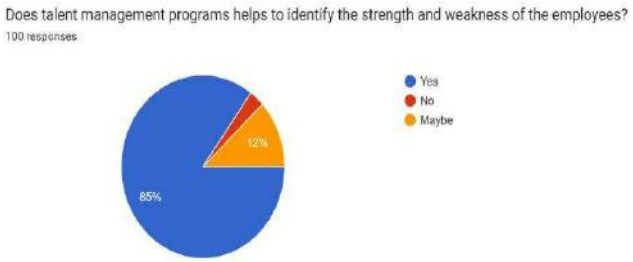
Culture that values employees work	No.Of.Respondents	Percentage
Yes	83	83
No	15	15
May be	2	2
Total	**100**	**100**



Interpretation -As above mentioned in above table , 83% of respondents says that talent management helps to create a culture that values employees work and 15% of respondents says that talent management doesn't help to create the culture that values employees work and 2% of respondents are neutral.

7.Do Talent Management programs help to identify the strength and Weakness of the Employee?

Strength and weakness of the employees	No.Of. Respondents	Percentage
Yes	85	85
No	12	12
Maybe	3	3
Total	**100**	**100**



Interpretation -85% of respondents think that in an organization programs helps to identify the strength and weakness of the employees, 12% of respondents think that in an organiziation programs doesn't helps to identify the strength and weakness of the employees and 2% of respondents are neutral about that it may helps to identify the strength and weakness of the employees.

8.Do you think there should be specific Talent Management initiatives in the Organisation?

Specific talent management initiatives in the organization	No.Of.Respondents	Percentage
Yes	85	85
No	2	2
Maybe	13	13
Total	**100**	**100**

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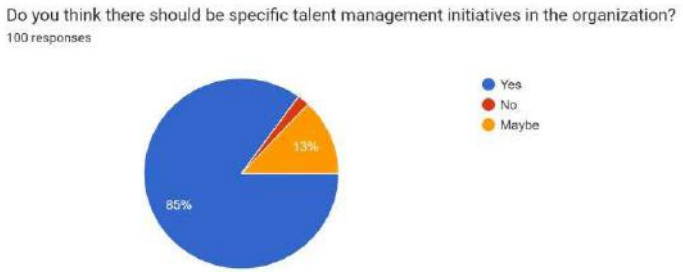
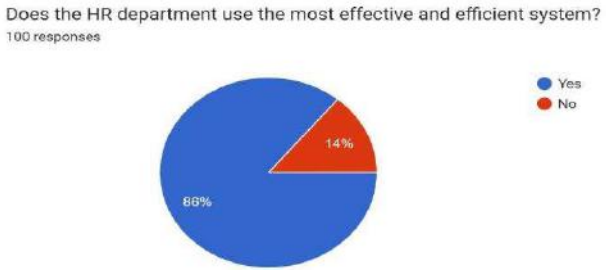


Interpretation -As per given table, 85% of respondents are saying that there should be specific talent management initiatives in the organization, 13% of respondents are neutral about there should be specific talent management initiatives in the organization. 2% of respondents don't agree that their should be specific talent management initiatives in the organization.

9. Does the HR Department use the most Effective and Efficiencies System?

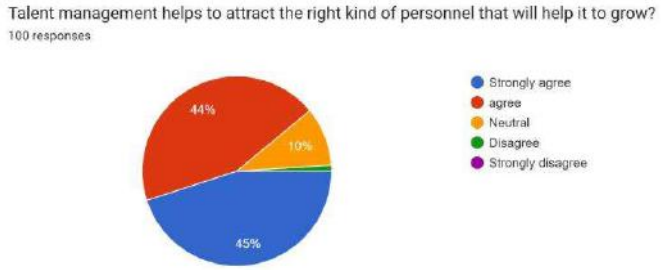
HR department use the most effective and efficient system	No.Of. Respondents	Percentage
Yes	86	86
No	14	14
Total	**100**	**100**



Interpretation -86% of respondents says that HR department use the most effective and efficient system in organization , 14% of respondents says that HR department doesn't use the most effective and efficient system in organization.

10.Talent Management helps to attract the right kind of personal that will help it to grow?

Opinion	No. Of Respondents	percentage
Strongly agree	45	45
Agree	44	44
Neutral	10	10
Disagree	1	1
Strongly disagree	0	0
Total	**100**	**100**



Interpretation -45% of respondents strongly agree that talent management helps to attract the right kind of personnel that will help it to grow. 44% of respondents agree that talent management helps to attract the right kind of personnel that will help it to grow. 10% of respondents are neutral that talent management helps to attract the right kind of personnel that will help it to grow. 1% of respondents disagree that talent management helps to attract the right kind of personnel that will help it to grow.

Finding

1. The study shows that about 53% are men and 47% are women.
2. Most people know what talent management is.

3. According to the results, if employees are good at their work, the organization can recognize their talent.
4. Talent management creates a good environment where employees' work is valued and they feel appreciated.
5. It helps attract the right people who can help the organization grow and succeed.
6. In today's tech era, the HR department uses technology to achieve better and more efficient results for the company.
7. By participating in programs, employees learn about their strengths and weaknesses, which help them improve their skills and grow.
8. Organizing various activities for employees helps them develop their skills, which benefits both the employees and the organization.
9. To manage things properly, the organization should have talent management plans that help understand different roles and make the hiring process smoother.

Conclusion

The study shows that talent management practices have a positive effect on the organization based on the data analysis. However, the impact of these practices is not complete. A better work culture is needed to keep employees motivated and help them produce better results. Different programs help in understanding the strengths and weaknesses of employees, which in turn helps in improving their skills. In today's situation, using technology in talent management initiatives can make the process more effective and efficient. As competition in the market is getting stronger every day, adopting technology is essential for companies to grow and remain profitable and cost-effective.

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