

The War for Talent: Talent Management & Talent Hunting In Organization.

SIMRAN RAJ GEHANEY

AIMS Institute of Management Studies.

Abstract- *Talent management deal with the attracting, developing and retaining the key organizational talent, this paper tries to present the association between talent management and employee engagement, retention, value addition and improved organizational performance. Its based on available empirical evidence*

I. INTRODUCTION

Retention of employee is becoming a real challenge in today's competitive business environment as employers begin to realize the value of people that make up the organization. Society has become knowledge based where clearly human capital is considered a key resource and indispensable to the survival of the organization. Talent itself has become more mobile and organizations therefore have to coordinate how they manage and retain it as there is a significant economic impact when an organization loss any of its critical employee especially given the knowledge that is lost with an employee's departure.

II. ELABORATIVE APPROACH

Four step approach of talent management and talent hunting.



- Attract top talent - It creates an employer brand that could attract your ideal talents and in turn contributes to the improvement of the business performance and results.

- Engaged Employees – when there is a fair procedure for the development, employees feel more engaged and this increases retention rates and also guarantees that the company can meet its operational requirements.
- Employee Motivation – It helps in keeping your employees motivated which creates more reasons for them to do their tasks and stay in the company
- Retain Top Talent – well-structured on-boarding practices create higher levels of retention which saves the company on its recruitment and performance management cost in the long run.
- Continuous coverage of critical roles – The company will be equipped for tasks that requires critical skills and have a plan to address the critical roles in the workforce to its employees
- Improve employee as well as business performance – When your employees are motivated skilled and they are engaged at a right place at right work in proper direction then business goal and employee goal get align which in turn enhance the performance.

FINDINGS

- Employer employee branding.
- Goal alignment.
- 360-degree assessment.
- Using automatic tools for training and development.
- Proactive involvement.
- Proper utilization of Human Capital

CONCLUSION

Any organization that aspires to grow at global level should have the ability to put right person at right place as the employees are the biggest asset of organization to achieve the goals. Changing demographic, economic evolution and technology have profound

impact on talent management so organization have to show persistence for selecting long term potential talent, innovative idea, discipline and retention in employees which have positive impact on business performance.

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