

REVIEW ARTICLE

Methods to Improve Talent Management Process

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Abstract

It's important to note that some organizations associate the term talent or talent management only to key performing individuals. However, it is essential to remember that each one of us has some talent potential and hence it should not be restricted to the very few. Nevertheless, it is highly likely that more attention is going to be paid to employees with high potential or exceptional skills. Several talent management processes need to be in place on a strategic level in order to ensure its success.

Keywords: *Methods to improve talent management process, organizational development, Talent Management.*

Introduction

A conscious, deliberate approach undertaken to attract, develop and retain people with the aptitude and abilities to meet current and future organizational needs. Talent management involves individual and organizational development in response to a changing and complex operating environment.

It includes the creation and maintenance of a supportive, people oriented organization culture. Such processes/strategies include talent identification, recruitment & assessment, competency management, performance management, career development, teaching management, compensation, succession planning etc. Talent management has a number of benefits to offer such as employee engagement, retention, aligning to strategic goals in order to identify the future leadership of the organization, increased productivity, culture of excellence and much more.

Methods to Improve Talent Management Process:

Consolidate the technologies being used to help integrate processes.

It is found that more than half of businesses are using between two and five technology tools to manage talent management processes. Having a

dispersed network of talent management tools decreases HR data quality, complicates the integration of HR processes, and negatively affects reporting and analytical results.

Articulate a strategy and assign experts to execute it. Only 66.5 percent of respondents said their company has a talent management strategy, and 40 percent said their company combines it with HR duties. Having dedicated experts develop an integrated strategy across various talent management processes will help solve the problem of retaining and identifying talent.

Free up time, resources to dedicate to talent strategy. Businesses should consider automating or outsourcing tactical day-to-day tasks to enable HR teams to focus on implementing talent management processes that will ensure the business has the people it needs to meet its wider objectives [1-3]

Conclusion

Thus securing the talented candidates is very critical for the organization success. Securing right people at right time and thereby the above mentioned methods have to be followed to enhance the available talents.

References

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