

## ***A STUDY ON EMPLOYEE TALENT MANAGEMENT PERFORMANCE***

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### **ABSTRACT**

*This study examines the impact of effective employee talent management on organizational performance. It explores strategies for identifying, developing, and retaining top talent and analyzes their influence on productivity, innovation, and employee satisfaction. By reviewing current practices and case studies, the research highlights best practices and common challenges in talent management. The findings suggest that organizations with robust talent management frameworks experience higher performance levels, reduced turnover rates, and enhanced competitive advantage. This study aims to provide actionable insights for HR professionals and leaders to optimize talent management processes and achieve sustainable organizational success.*

### **I. INTRODUCTION**

Talent means aptitude, skill, or the ability to perform a particular work or job. According to the lexicon of management, talent refers to identification, inculcation, utilization, and retention of a set of skills or abilities of the employees in the interest of the organization. Talent management can be defined as a deliberate approach implemented to recruit or hire, develop and retain people with required aptitude or skills to meet the present and future goals or needs of the organization.

### **II. REVIEW OF LITERATURE**

**Hongal, Pushpa (2023)** The modern competitive advantage is talent. Employee productivity is a must for success. People with unique abilities will make a firm stand out. Talented employees must be hired and retained by HR experts in today's competitive industry. Talent management is important yet challenging. Appropriate hiring reinforces the business plan. The high unemployment rate in the global economy and the lack of skilled labour in many areas and industries have led to the development of the skill mismatch problem. Multitasking is a necessary talent in today's work world, which makes it tougher to find. Thus, it's becoming more difficult to hire the correct worker. Excellent employee recruitment and retention are top priorities for organisations. HR has to take a more strategic approach in the evolving corporate landscape in order to boost employee engagement, which is a talent management tool. Recruitment, advancement, and termination are all included in talent management.

**Alferaih, Adel (2012)** In addition to providing a selected literature analysis of works from the last ten years on the use of talent management (TM) in certain sectors, this study looks at the methodological and theoretical shortcomings of recent TM research. There were 64 articles in each of the following categories: banking and finance, real estate and telecommunications, education, healthcare, pharmaceuticals, business process outsourcing, and IT-enabled services. The most frequent methodological errors were poor generalizability, context-specific challenges, sample bias, small sample sizes, and snapshot data collecting.

**Cross Daniel Ogohi (2020)** shed light on the idea and effects of talent management. These days, talent management is one of the newest methods of managing human resources. Determining the most effective personnel management methods and knowing how to implement them is crucial since they have a direct impact on performance and, by keeping people longer, reduce organisational expenses. This entails investigating the rationale behind companies' approval of such a concept as well as the impact it has on staff. It offers advice on managing a competitive advantage as well.

**People management, according to Puja Sareen, Ph.D. (2019)**, helps businesses retain top talent and boost output. It entails selecting the best candidates, preparing them for leadership roles, assessing and evaluating their work, and keeping them from leaving. "Management," "retention," and "talent acquisition" are interrelated. Employee output has an impact on business success. Employees with specialised talents provide a firm a competitive advantage right away. To effectively manage this special human resource, methods and instruments for talent management must be developed.

**Abul Bashar Bhuiyan (2021)** Retention and talent management become increasingly crucial when the state of the world economy deteriorates. Skilled, committed employees are essential to every business. Businessmen who are intelligent, well-informed, technologically savvy, experienced, and quick-witted are gifted. Talent management is the process of strategically planning with the best candidates and experience at the right place. Consequently, the goal of this study is to provide a conceptual framework for staff retention and talent management. The initiative will gather empirical research on talent management and retention from databases on the internet, such as Google Scholar.

### **III. NEED FOR THE STUDY**

To sustain and grow its customer base, the organization prioritizes the identification, recognition, and cultivation of exceptional employees. This strategic focus ensures a steady flow of high- performing individuals who drive growth through continuous development and innovation. By fostering a culture of excellence, TIM boosts employee morale, engagement, and overall job satisfaction. This, in turn, enhances company performance as motivated employees deliver superior results and maintain a competitive edge in the market.

### **IV. OBJECTIVES OF THE STUDY**

1. To recognize talent management importance in the workplace.
2. To evaluate current talent management system, assess employee satisfaction, and identify any concerns.
3. To examine how employees see the talent management system and other talent management challenges.
4. Select and propose talent management system improvements.

### **V. METHODOLOGY**

#### **RESEARCH DESIGN**

Descriptive research is the kind of research used.

Number of people: 50

Number of Samples: 30

Different Data Types Primary Data & Secondary Data

Instrument for Collecting Data: Questionnaire

### Sources of data

Research involves systematic, scientific investigation of a topic.

Research is an organised, goal-oriented endeavour. It uses beneficial analytical methods and generates logical conclusions from unique study.

Research structure: Researchers employed descriptive methods. The researcher might describe the situation using a questionnaire or timeline. This method will help researchers generate fresh study subjects. The researcher will build a hypothesis based on the study subject and their investigation.

Descriptive research seeks information. Descriptive studies are often used to characterise persons or groups.

## VI. DATA ANALYSIS AND DISCUSSION

1. What is the Gender distribution of the employees at Penfos systems?

Parameters	Response	Percentage
Male	34	34%
Female	66	66%
Total	100	100%

**INTERPRETATION:** - From the above analysis 34% Penfo systems ltd employees are males, 66% Penfo systems ltd employees are females.

2. What is education qualifications of the employees at Penfos systems?

Description	Response	Percentage
UG	53	53%
PG	47	47%
Total	100	100%

**INTERPRETATION:** - From the above analysis 53% Penfos systems employees' Educational qualification is UG, 47% Penfos systems employees' Educational qualification is PG.

3. How does the Organization identify talent of Penfos systems ltd employees?

Description	Response	Percentage
By competencies	25	25%
By Potential	29	29%
By Results	18	18%

All the Above	28	28%
Total	100	100%

**INTERPRETATION:** - From the above analysis 25% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by competencies,29% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by Potential,18% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by Results,28% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by All the Above.

4. “Is talent management necessary?”

Description	Response	Percentage
Yes	75	75%
No	25	25%
Total	100	100%

**INTERPRETATION:** - From the above analysis 75% Penfos systems ltd employees are said Yes Talent management is necessary, 25% Penfos systems ltd employees are said No Talent management is necessary.

## **VII. FINDINGS AND RECOMMENDATIONS**

- 34% Penfo systems ltd employees are males, 66% Penfo systems ltd employees are females.
- 53% Penfos systems employees’ Educational qualification is UG, 47% Penfos systems employees’ Educational qualification is PG.
- 25% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by competencies,29% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by Potential,18% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by Results,28% Penfos systems ltd employees are said organization identify talent of Penfos systems ltd employees by All the Above.

## **VIII. RECOMMENDATIONS**

1. State the firm's fundamental skills, attitudes, talents, and expertise.
2. The organization must attach these talents and competencies to a function or demand center such as a job, project, or leadership position.
3. Talent identification and management must give a thorough skill profile. They must handle all employee talent data.
4. Building and maintaining a business culture can attract and retain talent.

5. Accredited training may boost staff productivity. It should inspire.

6. The organization may use the best recruiting and retention approach. This aids prioritization and execution.

## **IX. CONCLUSION**

Organisations are adopting a complete approach to talent management, from carefully identifying and choosing leaders to maintaining and growing leaders to positioning people in the ideal places, as they continue to enhance performance and outcomes via talent management.

Company strategy and goals need to be connected to human capital in today's dynamic and competitive workplace. It begins with recruiting qualified candidates and goes on with general skill development. For organisations, this is become more difficult as skills and hiring requirements change.

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