A STUDY ON TALENT MANAGEMENT WITH REFERENCE TO KADMUSS CONSULTANCY HYDERABAD

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ABSTRACT

Talent management is a strategic approach to identifying, developing, and retaining skilled individuals who contribute significantly to an organization's long-term success. In an era marked by rapid technological change, global competition, and evolving workforce expectations, effective talent management has become essential for building agile, innovative, and resilient organizations. This paper explores the core components of talent management—such as talent acquisition, employee development, performance management, and succession planning—and examines how they align with broader organizational objectives. By fostering a culture that values growth, engagement, and leadership development, talent management enables businesses to attract top talent, reduce turnover, and enhance overall performance. The study underscores that organizations investing in robust talent strategies are better positioned to sustain a competitive edge in the global marketplace.

Key words: talent management, innovative, performance management,

Strategies, employee engagement.

I.   INTRODUCTION

In today's dynamic and competitive business environment, organizations increasingly recognize that their most valuable asset is human capital. Talent management has become a critical function that goes beyond traditional human resource practices, focusing strategically on attracting, developing, motivating, and retaining individuals who possess the skills and potential to drive organizational success. As the global workforce becomes more diverse and expectations shift toward meaningful, growth-oriented careers, companies must adopt proactive talent strategies to remain agile and innovative. Effective talent management not only ensures the right people are in the right roles but also fosters leadership pipelines, employee engagement, and long-term organizational resilience. This paper explores the key components, challenges, and best practices of talent management, emphasizing its vital role in shaping high-performing, future-ready organizations.

II.   REVIEW OF LITERATURE

In emerging markets, Stahl et al. (2012) show that multinational companies face unique challenges, such as cultural diversity and local talent shortages. Their research calls for adaptable, context-sensitive talent management approaches.

Tansley (2011) highlights the ambiguity around the term "talent," which can vary from organization to organization. Some define it as high-performing individuals, while others use it more inclusively. This conceptual ambiguity impacts how talent strategies are designed and executed.

From a technological perspective, Cappelli (2008) argues that predictive analytics and digital HR tools are reshaping how organizations identify and manage talent. He notes that data-driven talent management helps reduce bias, enhance transparency, and ensure better alignment with organizational needs

Ready and Conger (2007) highlight the leadership gap many organizations face and stress the importance of developing internal talent pipelines rather than relying solely on external hiring. Their work indicates that strategic talent development is essential for long-term continuity and innovation.

Lewis and Heckman (2006) argue that the field of talent management lacks a consistent definition, often being conflated with general

human resource practices. However, they emphasize that effective talent management involves a proactive, long-term perspective, where workforce planning and leadership development are central.

1.4 OBJECTIVES OF THE STUDY

o Attract and Retain Talent: Understand how to strategically attract and retain skilled employees to meet organizational goals.

o Evaluate Talent Management Practices: Analyze the key practices and processes involved in effectively managing talent throughout the employee lifecycle.

o Identify Challenges: Explore the challenges faced by organizations in workforce planning, talent acquisition, and retention.

o Enhance Employee Engagement: Investigate how talent management strategies can improve employee engagement, job satisfaction, and performance.

o Align Talent Strategy with Business Goals: Examine how effective talent management aligns with and supports the broader business strategy.

o Analyse Impact on Organizational Success: Evaluate the impact of talent management practices on overall organizational performance and competitiveness.

III.   RESEARCH METHODOLOGY:

DATA COLLECTION:

PRIMARY DATA: Primary data is freshly collected through closed ended questionnaire that were administrated to the employees at KADMUSS OVERSEAS

SECONDARY DATA: The secondary data has been collected from Reviews of books, Digital libraries, Journals, Online data base on other web resources.

SAMPLING SIZE:

In order to take a reasonable sample size and not to disturb the functioning of the organisation. Accordingly, 50employees have been selected randomly for all the departments, questionnaires and feedback forms have been obtained.

SAMPLING TECHNIQUE:

Data was collected through empirical as well as descriptive research methods. And a well - structured questionnaire was used to collect the data from the employees. Analysis of the data is done by using '**Empirical Random Sampling Method'**

## IV.   DATA ANALYSIS AND INTERPRETATION

Does talent management take the risk.

SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	41	82
2	STRONGLY AGREE	8	16
3	DISAGREE	1	2
4	STRONGLY DISAGREE	0	0
5	TOTAL	50	100
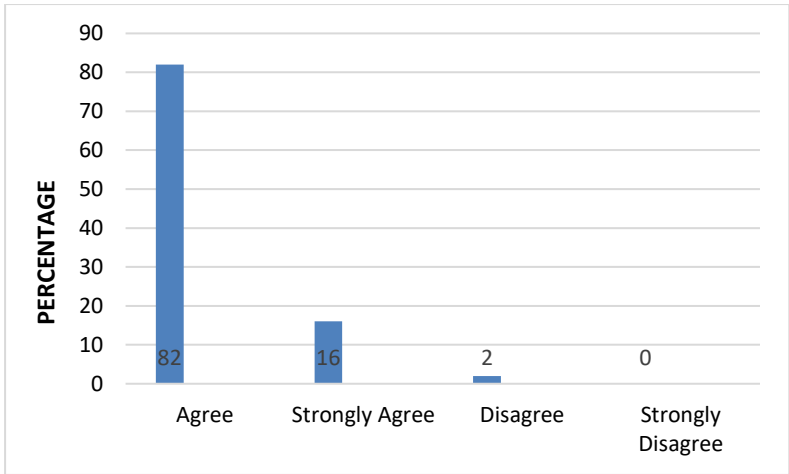
INTERPRETATION: With references to the above data, it implies that the talent management involves taking risks to attract, develop, and retain talented individuals who can contribute to the organization's success. In this organisation employees were given unforeseen opportunities which may arise and builds confidence and develop new skills.

The company's Training and Development programs are helpful in enhancing my skills and knowledge.

SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	42	84
2	STRONGLY AGREE	8	16
3	DISAGREE	0	0
4	STRONGLY DISAGREE	0	0
5	TOTAL	50	100
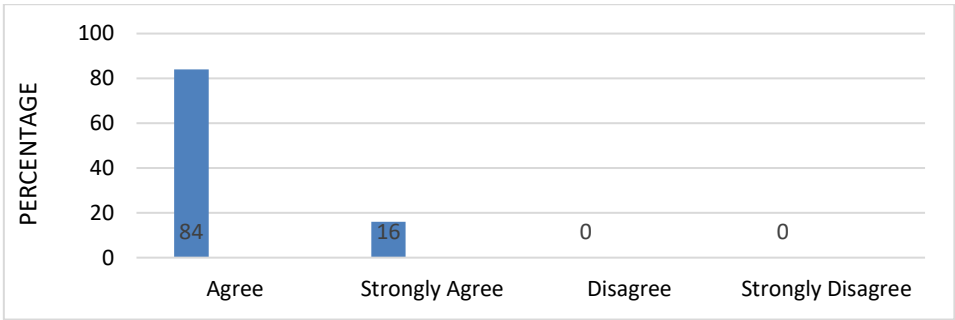
INTERPRETATION: With reference to the above data, it indicates that most of the employees in the organization is taking benefit of training and development programs to enhance their skills and knowledge.

Is it possible to characterize the typical talent.

SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	38	76
2	STRONGLY AGREE	9	18
3	DISAGREE	3	6
4	STRONGLY DISAGREE	0	0
5	TOTAL	50	100
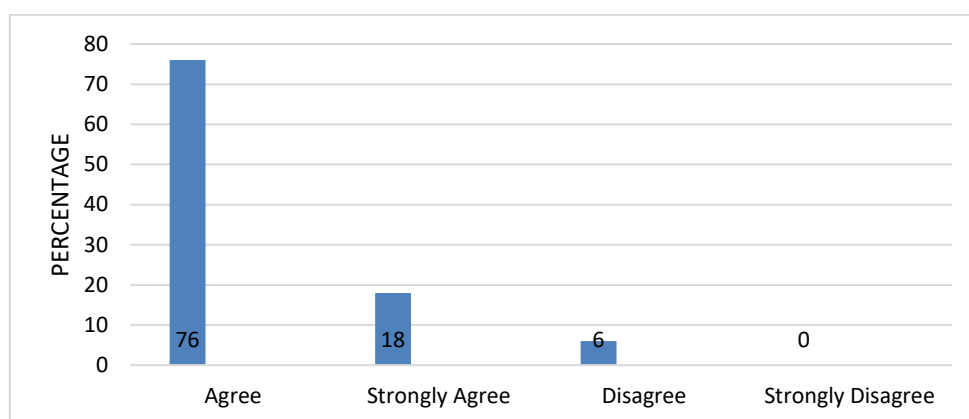
INTERPRETATION: With reference to the above data, Majority accepted the statement because typical talents create challenges at the workplace. Through this identification of skills and capabilities of employees were determined. Thus, makes the manager to design the tasks in-order to characterize typical talent in the employees. It also helps the managers to reward employees for their performance rendered by using talent in an effective way.

**Does the Reward process linked to performance.**

SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	38	76
2	STRONGLY AGREE	8	16
3	DISAGREE	3	6
4	STRONGLY DISAGREE	1	2
5	TOTAL	50	100
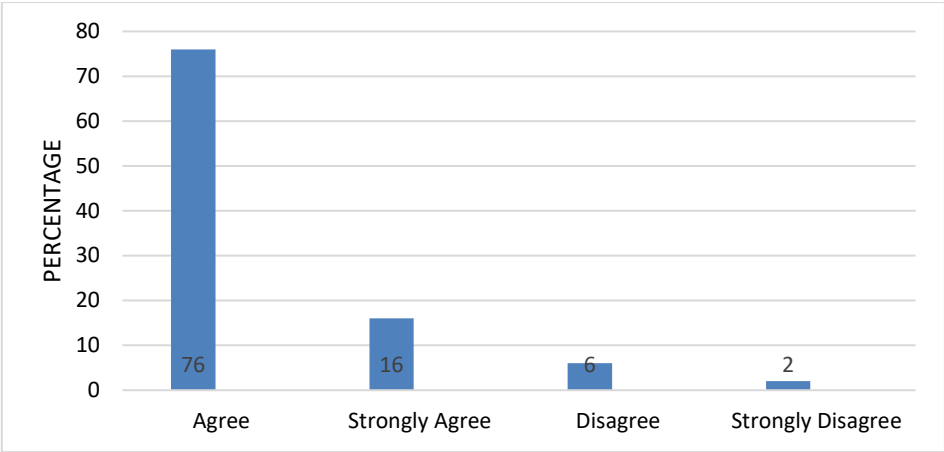
INTERPRETATION: With the reference to the above data, we can interpret that majority of the employee agreed that the reward system process is linked to performance of an employee in the organization. It refers to the system of providing incentives or compensation to individuals or teams based on their performance or achievement of specific goals. This process made employees to achieve their better results and aligned their interest with the organization

Will you personally benefit from the Talent Management.

| SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	39	78
2	STRONGLY AGREE	10	20
3	DISAGREE	1	2
4	STRONGLY DISAGREE	0	0
5	TOTAL	50	100
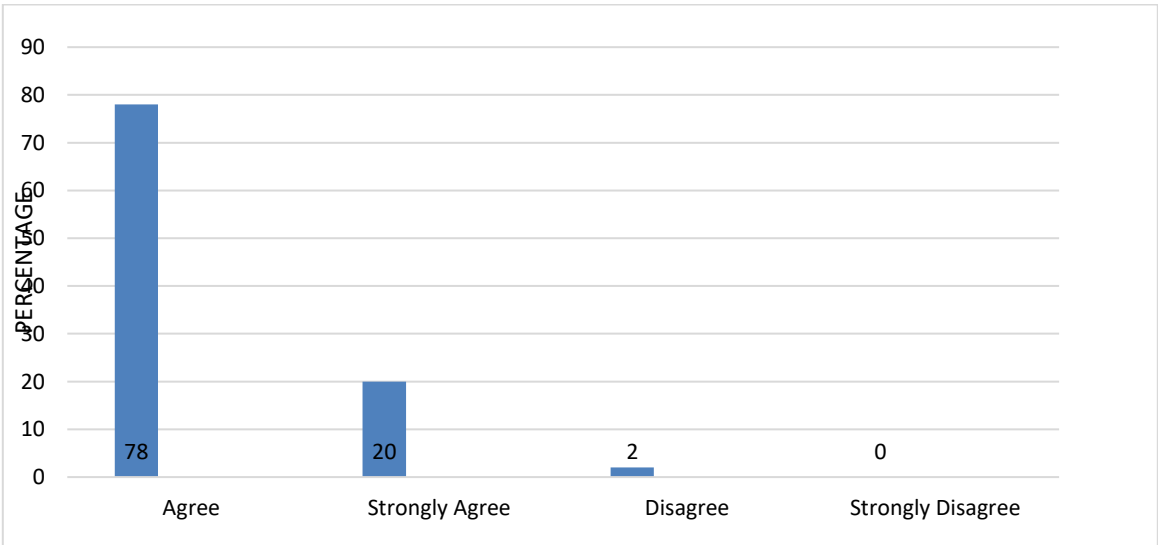
INTERPRETATION: With reference to the above data, we can interpret that most employees agreed that the employees are personally getting benefits from the talent management in the organization.

Talent management significantly benefited to majority of the employees in this organization by helping them to develop their skills, increase their job satisfaction and engagement, and build sense of loyalty and commitment in the organization.

Does your recruitment method are efficient.

SL.NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	AGREE	36	72
2	STRONGLY AGREE	12	24
3	DISAGREE	2	4
4	STRONGLY DISAGREE	0	0
5	TOTAL	50	100
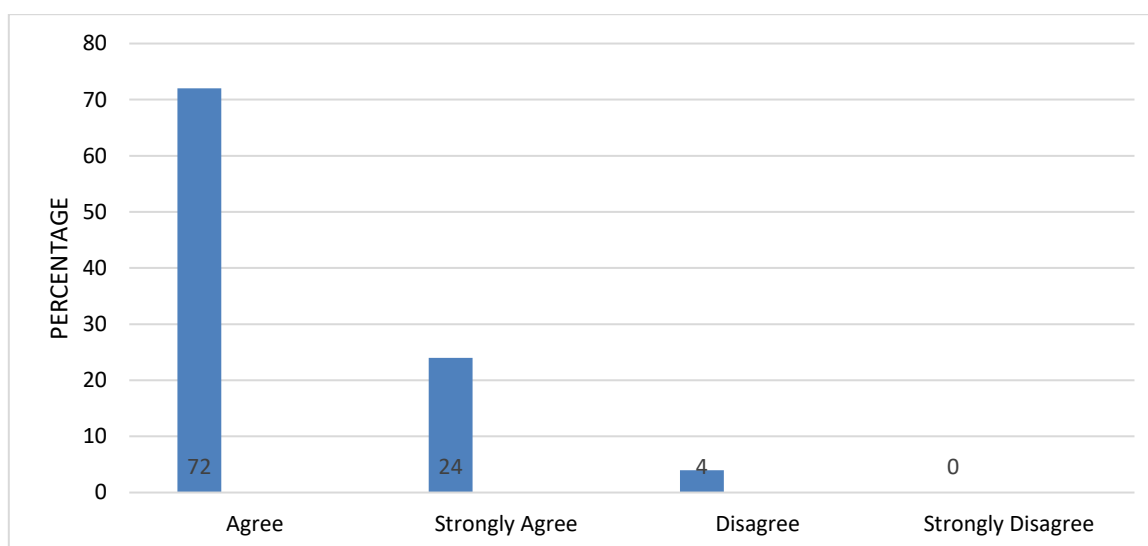
INTERPRETATION: With reference to the above data, we can see that the most of the employees agreed that the organization recruitment methods are efficient. In this firm the managers recruit the employees based on the ability and knowledge, and see whether he or she is suitable for the role are not.

V.   FINDINGS:

1. Majority of the employees are satisfied with the company training and development programs.
2. Majority of the employees are satisfied with the company supportive and inclusion work environment.
3. Most of the employees are dissatisfied with the interventions that are used for developing identified talent.
4. Most of employees are personally benefited from the talent management in the organization.
5. Majority of the employees are dissatisfied with the recruitment methods in the company.
6. Most of them feel that they are always appreciated by their supervisor for their work.
7. Most of employees think that the level of details shared on how talent is identified, is not sufficient.
8. Most of employees are dissatisfied with the organization enhance talent progress.
9. Majority of the employees are dissatisfied with the mangers clear feedback and guidance in the company.
10. Here employees are happy to walk with the team so that they find good team spirit in the company.

VI.   SUGESSTIONS:

1. The working culture of the organization should be improved and maintained to retain talent in long run.
2. The organization should identify the crucial talent initiative to attract and retain the employees.
3. Communication is the key to proving solving.
4. Prepare the work force for changes associated with the new environment.
5. The mangers should give clear feedback and guidance for employees so that employees can improve their work productivity.
6. To create a sophisticated talent management environment, organization must develop a clear vision for talent management.
7. Management should conduct training programs to the employees to boost their efficiency and effectiveness.

VII.   CONCLUSION:

As a part of my project. I got an opportunity to spend a period of 45 days in Cadmus overseas. It helped me to analyse the working of the organization which helps to convert my theoretical knowledge into practical.

The objective of this study was to determine the talent management in the organization aims at ensuring employee recruitment, training and development, performance reviews and their compensations. Working towards enhancing a good talent system in the organization ensures these components of human resource to success of the organization.

From the study it identified that the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element. In this organization Talent management enhances reviews that prove vital in developing employees. They reveal employee weaknesses and result in the training needs and programs that will improve the skills of the employees hence maintaining their talents.

From the study, I was concluded That employees are satisfied with the company supportive and inclusion work environment. 84% of employees are satisfied with the company's training and development programs are helpful in enhancing their skills and knowledge. Also, most of the employees are personally benefited from talent management in the organization. if the organization concentrates of the findings and suggestions of their survey, I hopefully, believes that the application of talent management proves an ideal approach in employee development and improving the performance of each personnel.

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