

Fatima Institute of Management

MBA, MCA, M.Sc. (IT & M)

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INTERNATIONAL CONFERENCE ON

GLOBAL TALENT MANAGEMENT IN THE DIGITAL ERA



Fatima College (Autonomous)

College with Potential for Excellence
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Mary Land, Madurai

GLOBAL TALENT MANAGEMENT IN THE DIGITAL ERA

**© Faculty Members of MBA, MCA, M.Sc. IT
Fatima College**

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MAKING TALENT MANAGEMENT WORK IN EDUCATION

Dr. B.Jayanthi

**Assistant Professor, Fatima College, Madurai*

In this knowledge-based economy to foster the cultivation of innovative talents has become the primary task of universities and colleges. It is cited that the future of the nation is dependent on the youth and the future of the youth is dependent on the faculties who educate them. So hiring, developing and retaining the right faculty are very important today which can be ensured by using Talent Management techniques in Educational sector.

The cultivation of innovative talents in Colleges and Universities plays a crucial role not only in economic and social development, but also in colleges' and personal development. In essence, hiring and retaining exceptional instructors requires colleges to attend to the initial selection, mentoring, and long-range professional development of the teachers. Colleges should create an atmosphere that embraces those new hires and leverages their strengths with other Colleges and district needs. If this strategic function can be blended successfully, newly hired instructors can thrive and grow.

The goal of talent management is quite simply to successfully recruit, develop, deploy and retain top individuals for any organisation or business with an objective of succession planning.

Talent Management Practices(TMP) is an emerging area of research in Higher Education in India. The Higher Educational Institutions (HEI) in India are in an expansion mode and are faced with tremendous challenges regarding the management of capable faculty members.

Often, organizations create a talent management strategy where decisions are made without fact-based data, or in isolation. For example, pay-for-performance or succession planning decisions require up-to-date data based on actual performance to allocate compensation and create talent pools. When decisions are not fact-based, instead of being motivated by a bonus or future career opportunities, they can become quickly frustrated, leading to retention issues.

Not only should a basic job description be developed for every teaching position, it should be refined to include the basic instructional skills required for that position, as well as other attributes that would promote the staffs needs. Moreover, individual candidates can now reflect on those comprehensive expectations to see if indeed they possess the required "talents" for the job.

The key to a stable and productive staff team is creating an environment that encourages trust and co-operation. Developing and delivering strategies for creating that climate and culture must become a priority for every leader of a learning community

These are the essential ingredients required to produce discretionary effort throughout the staff team, and enable talented individuals to achieve their career objectives.

By successfully implementing the principles and processes of talent management, colleges can help individuals achieve their career aspirations whilst also addressing the gap between what the staff team's capabilities are now and what will be required in the foreseeable future.

Creating a teaching team that execute the colleges strategic vision in a consistent and unified way will help the college to be the top. Planning ahead for staff departures or absences, knowing a pipeline of talent that are available to the college will reduce the substantial costs of supply cover by providing quality cover from within the staff team

For the majority of universities, talent management is a relatively untapped opportunity, and it offers both HR professionals and leaders of higher education institutions a proven and practical way to drive competitive advantage. Universities and colleges simply cannot afford to lag behind in their talent practices and then expect to recruit and retain the workers required to drive the organization's success. Putting in place a talent management strategy which focuses on creating a culture based on