

Fatima Institute of Management

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

13th September, 2017

INTERNATIONAL CONFERENCE ON

GLOBAL TALENT MANAGEMENT IN THE DIGITAL ERA



Fatima College (Autonomous)

College with Potential for Excellence
Re-Accredited with 'A' grade by NAAC
(National level 27th rank - NIRF 2017)

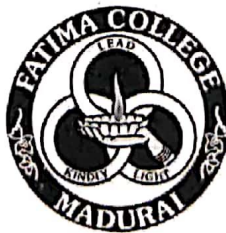
Mary Land, Madurai

Dr. Jhyanala Teja Pandi

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GLOBAL TALENT MANAGEMENT IN
THE DIGITAL ERA**

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Organized by
Departments of MBA, MCA & M.Sc. IT



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

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TALENT MANAGEMENT: A TRAINING STRATEGY

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1. Introduction

Talent management is an organization's ability to recruit, retain, and produce the most talented employees available in the job market. Talent consistently uncovers benefits in these critical economic areas: revenue, customer satisfaction, quality, productivity, cost, cycle time, and market capitalization. Having good talent management is when one has good skills, knowledge, cognitive abilities, and the potential to do well. Talent management is also an important and necessary skill for people in the workforce to acquire. Finding good and talented people is not a hard thing to do, but making sure that they want to stay working for the same business is the challenge. If someone has so much talent and they are good at what they do, businesses will want them to stay and work there forever. However, most of those people are either satisfied with the job they have, or they go out and look for better opportunities.

2. Meaning and Definition

Talent management is the science of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals. Everything done to recruit, retain, develop, reward and make people perform forms a part of talent management as well as strategic workforce planning. A talent-management strategy should link to business strategy to function more appropriately.

3. Learning and Talent Management

One of the most important trends in corporate learning and development today is the integration of learning with talent management. Integrated talent management encompasses processes for performance management, compensation reviews, succession management, leadership development and recruiting. These core processes span an employee's lifecycle from recruiting and on-boarding to establishing goals, from managing current performance to career development.

As our "High-Impact Talent Management" framework shows, learning and development is the foundation for all of these processes. As companies focus more and more on effective talent management, training professionals need to understand their role in developing and executing an integrated talent management strategy. This article points to the key areas where L&D should focus its energies.

1. Developing competency models for talent management

One of the key ingredients for an integrated talent management strategy is competency management. All organizations need four tiers of competencies. Recruiters and staffing analysts use core competencies, common to all employees, in their recruiting and evaluation processes. Managers must have job-level competencies to assess an employee's current performance, as well as his/her potential for other roles. And finally, leadership competencies define the unique characteristics for leadership within the organization and are used to assess and develop leaders at all levels of the organization.

L&D professionals usually have a deep understanding of the core competencies that make a company work. Most likely, you have the background in organizational development to build competency models, and you likely have experience using competency models to build training programs and interventions.

2. Creating demand for talent-driven learning

The second major role for L&D in an integrated talent management strategy is the creation of strategic development programs, most of which are focused on talent-driven learning.