

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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GLOBAL TALENT MANAGEMENT IN THE DIGITAL ERA

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

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ROLE OF HR IN TALENT MANAGEMENT

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Talent management is an important aspect of broader Human Capital Management (HCM) initiatives. HCM encompasses hiring the right people and managing them effectively, developing strong management policies and approaches, and designing integrated underlying systems to gather data needed to make strategic business decisions. Talent management focuses on some specific, critical day-to-day activities overseen by HR teams. They are as follows

Recruiting

The foundation of talent management is hiring the right people. The best recruiting processes support those efforts by carefully defining job descriptions, using an applicant tracking system to help manage the workflow of the interview process, and carefully interviewing applicants to select the strongest candidates.

Performance Management

Once employees have been hired, it's essential to have the right processes in place to successfully manage them. HR technology and service solutions in areas such as time and attendance can help track productivity and performance. Regular review processes help keep lines of communications open between management and staff, allowing workers to get feedback on what's going well and where they need to improve their performance.

Career Management

Managing employees' career paths can help increase satisfaction while reducing costly turnover. Building on the information collected during annual reviews, companies can learn more about employees' strengths and interests. With that in mind, it's possible to work with employees on long-term career development plans. Whether dealing with someone on the management track or someone interested in being a highly skilled individual contributor, career management is a critical component of talent management and employee satisfaction.

Leadership Development

Identifying the next generation of leaders within the organization is a vital part of the talent management process. Once this high-performance, high-potential individuals have been located, businesses need to consider the best way to retain them over the long-term. Often, this process requires a focus on training, stretch assignments, and mentoring.

Organizational Strategy

Talent management activities rarely happen in isolation. Instead, strategic recruiting and support of workforce development begins with a company-level commitment. HR team may play a leading role in making this happen, from identifying talent management as a strategic priority to determining how and where that focus will be applied.

Focusing on talent management is a critical component of broader workforce management strategy, because recruiting, training, retaining, and promoting the right people are essential steps in reaching an organisation's staffing goals. While human capital management initiatives encompass talent management and much more, understanding and executing the day-to-day activities of recruiting, leadership development, strategy creation, and career management are essential for successful HCM.

At present, gaining and maintaining a competitive edge not only depends on the quality of human resources, but also on having an appropriate human resources management strategy. The major objective of the strategy is to set directions and ways that the organisation can utilise human resources, so that the attainment of corporate goals is feasible. The supply of highly qualified, committed and incentivized personnel is at stake. Personnel of this calibre will generate a sustainable