

## **A STUDY ON THE INFLUENCE OF TALANET MANAGEMENT ON EMPLOYEE SUSTAINABLE GEOWTH IN ORGANIZATION**

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As organizations operate in an inexorable marketplace, there are always new and unpredictable difficulties that make managerial roles harder and the achievement of organizational goals and objectives more critical. Recently, the implementation of talent management practices in achieving sustainable organizational performance that will match the firms' operational and strategic goals have been the concern of both academics and practitioners, but the issue has not been exhaustively investigated. Thus, the aim of this study is to investigate the effect of talent management practices on the sustainable organizational performance in PHARMAFABRIKON MADURAI. of talent management in the United Arab Emirates. A structured questionnaire was distributed to collect data from a study sample of 250. The study suggests that learning and development, and employee career management, should be leveraged on by the management by concentrating on the coaching and training programs and job rotation so that the firm can achieve sustainable organizational performance.

**Keywords: Organizational goals, Sustainable performance, Training Job rotation.**

### **Introdution**

Talent management is about is about managing their company effectively and selecting best employees and preparing them in the best way and them using them forcefully. In modern times this method is widely used to deal with a company. This gives companies an idea of the various benefits and how to handle them effectively. Some time there are major problems in dealing with the need for money and most essentially it costs a lot. Disagreements, misunderstandings, bring a variety of disadvantages to the company. But at the same times company have the potential to make huge profits if implemented properly and followed properly.

### **Objective of the study**

- To analyse the influence of talent management on employee sustainable growth
- To understand the role of talent Management in organizational effectiveness
- To Study the evaluation process of talent management
- To find out the prominent Features of Talent Management
- To identified understands of implementing and handling talent management
- To learn new strategies and how to operate in a new company

## Need of the study

- Use to implement the best way to make companies and employees consistence
- Helps to control the consumption of resources and make proper use of the consumption that comes
- It becomes essential to identify and control the strategies of the company competitors and to launch new strategies in the company.
- The company has been doing excellent work since being the driving force behind determining new goals to achieve

## Limitations

- There are factors that affect this to a large extent in costs
- TM new tactics sometimes react rather than give the expected effect.
- Not all executives are consistently supportive, and it varies depending on the nature and tasks of the staff
- Sometime this strategy implements strict legal plans and actions within the organization to achieve the goals

## Review of literature

Lance A berg and Dorothy R.berger says Talent management is a consideration essential for business use and is consideration to play a major role in controlling business operations and future activities such as controlling it. retaining the best employees and improving the skills of the employees is also an important aspect of procuring jobs from the talented staff.

According to the Elizabeth Assisting the growth of the organization by managing the Staff effectively and identifying the strategies of the competitors and adapting itself a Accordingly takes the company to the next level. And adapts itself to modern action

## **RESEARCH DESIGN**

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the result for a given problem and thus the solution helps in future course action.

### **Method of Collection:**

The data source refers to the source from which the data are collected for conducting the study. Data are two types: primary data and secondary data.

## **METHODS OF DATA COLLECION**

The following techniques were adopted for data collection.

### **Primary data**

Primary data was collected through face-to-face interviews while filling up questionnaires.

### **Secondary data**

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

## **POPULATION**

A subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e.) the size of the sample.

## **SAMPLING UNIT**

A sampling unit is an individual person. The term sampling unit refers to a singular value within a sample database

## **SAMPLING SIZE**

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 250 respondents are taken as the example for this investigation.

## **SAMPLING TECHNIQUES**

Disproportionate stratified random sampling techniques have been used in sampling due to the following reasons: It provides information about the employees opinions

## **STATISTICAL TOOLS:**

1. Frequency Analysis
2. Chi-Square Analysis
3. Anova Analysis
4. Correlational Analysis

## **Frequency Analysis**

Frequency analysis is a generic method of analysis that is used not only in studies that apply to social measurement but also in studies in many other scientific fields.

## **Anova Analysis**

Analysis of Variance (ANOVA) is a statistical formula used to compare variances across the means (or average) of different groups. A range of scenarios use it to determine if there is any difference between the means of different groups.

## **Chi-square analysis**

The Chi- square test is one of the simplest and most wickedly used non-parametric tests in statistical work. The quantity  $\chi^2$  describes the magnitude at the discrepancy between theory and observation.

Chi – square test

$$(O - E)^2$$

$$\chi^2 = \sum \frac{\text{Observed Frequency} - E}{E}$$

E = Expected Frequency

In generated expected frequency for any cell can be calculated from the following equation.

$$E = \frac{RT * CT}{N}$$

### Correlation Analysis

Correlation is a statistical term describing the degree to which two variables move in coordination with one another. If the two variables move in the same direction, then those variables are said to have a positive correlation. If they move in opposite directions, then they have a negative correlation.

#### Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	133	53.2	53.2	53.2
Female	116	46.4	46.4	99.6
3.00	1	.4	.4	100.0
Total	250	100.0	100.0	

#### Age

	Frequency	Percent	Valid Percent	Cumulative Percent
18-30	106	42.4	42.4	42.4
31-40	115	46.0	46.0	88.4
41-40	25	10.0	10.0	98.4
Above 50	4	1.6	1.6	100.0

Total	250	100.0	100.0
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### Your Good performance are always being recognize in the department

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	4	1.6	1.6	1.6
Disagree	4	1.6	1.6	3.2
Neutral	85	34.0	34.0	37.2
Agree	79	31.6	31.6	68.8
Strongly agree	78	31.2	31.2	100.0
Total	250	100.0	100.0	

### You are always motivated through encouragement and affirmation

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	1	.4	.4	.4
Disagree	1	.4	.4	.8
Neutral	103	41.2	41.2	42.0
Agree	104	41.6	41.6	83.6
Strongly agree	41	16.4	16.4	100.0
Total	250	100.0	100.0	

### All supervisor in this your organization have a good relationship with Staff

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Neutral	113	45.2	45.2	45.2
	Agree	100	40.0	40.0	85.2
	Strongly agree	37	14.8	14.8	100.0
	Total	250	100.0	100.0	

**You always get updates about organizational issues through internal communications**

	Frequency	Percent	Valid Percent	Cumulative Percent
Neutral	92	36.8	36.8	36.8
Agree	115	46.0	46.0	82.8
Strongly agree	43	17.2	17.2	100.0
Total	250	100.0	100.0	

**You rarely get opportunities to share information and new ideas**

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	1	.4	.4	.4
Neutral	88	35.2	35.2	35.6
Agree	95	38.0	38.0	73.6
Strongly agree	66	26.4	26.4	100.0
Total	250	100.0	100.0	

### ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.533	3	3.511	4.285	.006
Within Groups	201.551	246	.819		
Total	212.084	249			

Inference:

From the above Calculated table Significance sum value is .006 which was below the level of 0.05%. Hence the Hypothesis of H1 is truly fit and it is acceptable.

### Hypothesis Statement

Chi- Square

Table of organizational updates and rarely get opportunities

H0 – There is no relation between the organizational updates and rarely get opportunities

H1 - There is a relation between the organizational updates and rarely get opportunities

### Chi-Square Tests

Value	df	Asymptotic Significance (2-sided)
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Pearson Chi-Square	17.710 <sup>a</sup>	6	.007
Likelihood Ratio	19.073	6	.004
Linear-by-Linear Association	8.426	1	.004
N of Valid Cases	250		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is .17.

#### Inference:

From the above Calculated table the calculated Significance sum value is .007 which was above the level of 0.05%. Hence the Hypothesis of H0 is truly fit and it is Not acceptable

#### Suggestions:

Investing in a strong talent management strategy is critical to recruiting and retaining the best talent. Attract talent by making a first and lasting impression by knowing how prospective candidates view your organization and creating impactful employer branding Put processes in place to encourage employee engagement and participation

#### Conclusion

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation. Working towards enhancing a good talent management system in the organization ensures these components of human resource contribute to the success of the organization. The advantages that the components bring to the organization also outweigh the disadvantages considering organizations benefit from these approaches.

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