

TALENT MANAGEMENT AND EMPLOYEE JOB SATISFACTION

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ABSTRACT

Talent management is the core functional unit of an organization, to improve employee productivity. Talent management uses workforce planning to achieve this goal. To make them part of talent management and strategy Workforce planning efforts have been undertaken to retain, train, attract and reward employees. Talent management can lead to higher levels. The level of employee performance and satisfaction, not the hiring process. Strengthen and evaluate aptitude keep Considering the need for talent management, this paper analyses possible scenarios of talent management practices in the public sector. Banks and how these practices improve the performance of bank staff. We also considered talent management methods. Practices can affect employee satisfaction in public sector banks in India. This research paper presents some useful ones. The hypothesis that talent management practices affect employee performance and satisfaction. This paper is trying to confirm this. A hypothesis of research based on data collected from employees of a public bank in Rajasthan, India. The research brings talent management literature to the table by reflecting how talent

management practices affect the company. Results such as employee satisfaction and performance.

Keywords: talent management, employee satisfaction, employee performance.

I. INTRODUCTION

Talent management is considered the backbone of HRM because it helps invest in people who may offer future potential. The organization's key goals (Gupta and Aggarwal, 2012). Talent management includes processes, programs, and Cultural norms of an organization designed and implemented to attract, develop, deploy and maintain talent to achieve and achieve strategic goals Future Business Needs (Selzer and Dowell, 2010). Talent management is Place the right person in the right place, at the right time, in the right place (Cappelli and Keller, 2014). Talent management is that Currently, it is the greatest concern of all the top organizations in the world (Prachanda and Hinge, 2016). To take advantage of In a changing and growing market, organizations need the right people. Having skilled employees means business. You need to

know how to identify, manage, train and maximize the right people. Talent management includes talent acquisition, talent integration and coordination, talent development, engagement, Make sure you have the right talent pipeline to reward your talents, use them strategically, and support your business development. We are approaching our strategic goals. (Ulrich and Brockbank, 2005). Talent Management focuses on developing and retaining qualified talent. And it increases the chances of better recruitment at all levels of the organization. However, improving performance is not enough. Organization; True success comes when the minds of each employee in the organization are involved. Talent management strategies help employees become enthusiastic about their work. Engage Emotions and emotions determine an individual's behaviour and are more relevant to the employee's mind than to the mind. How employers and organizations adapt their employees to their jobs has a positive impact on business performance. (Crowley, 2016). It can be observed that public banks are often exposed to competition for compensation. The process of rewarding and selection as a private bank. Public sector banks should hire people based on their skills. It also rewards you because it helps attract additional talent from your employees. Job rotation and promotion should be given by Employee performance. This helps employees provide a better platform for driving superior performance and potential growth. Yes,

Talent management strategies help train and promote new employees through onboarding and improved development Leverage your potential, retain your existing employees over the long term, and ultimately hire talented workers for your organization (Bist and Shrivastava, 2013). Today, human resources professionals are under great pressure. Talented employees of their company. It's ability, skill, knowledge, experience, intelligence, Judgment, attitude, personality, motivation, and ability to learn and grow (Parthasarathy and Zimmermann, 2012). Talent management Taking up a significant amount of time in senior management, managers are currently struggling to effectively manage their talent organization. Strategic talent management is always in force for any organization through its strategic talent mechanism. Management helps us determine the future needs of our leaders and the gap between what we have and what we need. this Help organizations survive in today's competitive times and innovate strategies for tomorrow's challenges (Collings et al., 2011). Mr Managers and supervisors are aware of the effectiveness of talent management and the challenges they have observed in their organizations. When implementing a talent management strategy and how to analyze the positive impact on HR results Work satisfaction, motivation, commitment, trust in managers, etc. (Bethke Lange egger et al., 2011).

II. OBJECTIVE OF THE STUDY

The study's goal is to look at the current state of talent management in Indian public sector banks and to discover all of the talent management techniques that are consistently affecting work satisfaction and employee performance. To assess the level of employee retention, contentment, and performance among bank workers at work and to make recommendations for improvement.

In public sector banks, talent management techniques have improved.

III. METHODOLOGY

The purpose of the study is to examine executive employee perceptions and satisfaction with talent management procedures in their organisations, with the goal of reducing attrition by finding flaws in the organization's talent management system.

A questionnaire survey of executives from five cement plants in Rajasthan will be conducted, including Ambuja Cement Ltd., Rabariawas, Pali; Birla Cement Works, Chanderiya, Chittorgarh; J.K. Cement Works, Nimahera, Chittorgarh; UltraTech Cement, Shambhupura, Chittorgarh; and Wonder Cement, NimaheraChittorgarh.

A questionnaire has been created for the study. The questionnaire is split into two sections. The first section contains demographic information, such as age, experience, designation, organisation, and number of years in current position. The second section of the questionnaires consists of 20

Likert scale-based questions about the organization's talent management methods. Compensation & Benefits, Growth & Learning Opportunities, Organization Culture & Policy, and Interpersonal Relationship are the four areas of inquiries.

On the basis of convenience sampling, 150 executives were selected for the study, 30 from each cement factory. Because of the limited resources, a sample size of 150 people was chosen.

IV. SUGGESTION

Top organization of the college and Ministry of Higher Education need to make a dynamic move remembering the ultimate objective to rethink or revamp TM program in the college to help their specialist JS. The best organization needs to look at the current practice in TM especially in pulling in, making and holding the program. Every one of this method will brief JS of the staff. Thusly, since the immediate result gotten in this investigation, it ought to be considered to change those activities. Later on, examine, the degree of this investigation can be stretched out to all colleges in Malaysia with a particular ultimate objective to see the present example of TM rehearses.

V. CONCLUSION

Because the majority of the responses were in the strongly agree and agree categories, the study concludes that all executives are satisfied

with their organization's talent management strategies. This was also clear in the fact that many employees have worked in the current organisations for a long time, with many of them having worked for the same company since the beginning of their careers, never changing jobs.

Employee satisfaction levels do not differ significantly across age groups, experience levels, or enterprises, according to the findings. All of the executives are quite pleased with their firms' personnel management practises. The investigation also revealed that there was no difference in the influence of the four metrics on employee satisfaction with their employers' talent management strategies.

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