Talent Organization and Its Manipulate on Employee Performance Through Information Optimization

"Authors"

B.AMIRTHA BBA., MBA
II YEAR MBA   SCHOOL OF MANAGEMENT
C.ABDUL HAKEEM COLLEGE OF ENGINEERING AND TECHNOLOGY

K.ILLAIYA BHARATHI BBA., MBA
II YEAR MBA   SCHOOL OF MANAGEMENT
C.ABDUL HAKEEM COLLEGE OF ENGINEERING AND TECHNOLOGY

A.KAVIYA BBA., MBA
II YEAR MBA   SCHOOL OF MANAGEMENT
C.ABDUL HAKEEM COLLEGE OF ENGINEERING AND TECHNOLOGY

A.MONISHA BBA., MBA
II YEAR MBA   SCHOOL OF MANAGEMENT
C.ABDUL HAKEEM COLLEGE OF ENGINEERING AND TECHNOLOGY

K.SHALINI B.SC., MBA
II YEAR MBA   SCHOOL OF MANAGEMENT
C.ABDUL HAKEEM COLLEGE OF ENGINEERING AND TECHNOLOGY

ABSTRACT:

This study aims to obtain empirical evidence that good Talent Management will improve employee performance to be optimal, consistent employee retention, consistent employee retention will increase optimal employee performance, and consistent employee retention will increase optimal employee performance at PT. Panamas Ecbatana Distrindo Malang. The research approach is explanatory research. Data were collected with a survey method that uses questionnaires. The population of the research was counted as 96 person result of the research showed that (1) good talent management will produce optimum employee performance; (2) good talent management will deliver consistent employee retention; (3) consistent employee retention will engender optimum. Employee performance; and (4) good talent management can produce employee performance through consistent employee retention. Theoretically, the usefulness of this research is to contribute to the fields of Human Resource Management, Talent Management, Employee Retention, and Employee Performance.

.
INTRODUCTION:

Talent management implies recognizing a person's inherent skills, traits, personality and offering him a matching job. Every person has a unique talent that suits a particular job profile and any other position will cause discomfort. It is the job of the Management particularly the HR Department, to place candidates with prudence and caution. A wrong fit will result in further hiring, re-training and other wasteful activities.
Talent Management is beneficial to both the organization and the employees. The organization benefits from Increased

productivity and capability; a better linkage between individuals' efforts and business goals; commitment of valued employees; reduced turnover; increased bench strength and a better fit between people's jobs and skills. Employees benefit from: Higher motivation and commitment; career development; increased knowledge about and contribution to company goals; sustained motivation and job satisfaction.

STATEMENT OF THE PROBLEM:

Talent Management identify people with certain talents; encourage them to use their talents to their potentiality. For the purpose of this study, the researcher has taken only small and medium companies which have Talent Management Practices, whether it is formulated or not. Talent Management takes all efforts to boost up the morale of the work force to retain them and reduce the labour turnover. It is imperative to study the importance of Talent Management Practices followed by the companies. this study aims to investigate the Talent Management Perspective and Practices

SCOPE OF THE STUDY:

The HR Department of any organization is vested with the responsibility of managing the Talent in addition to its conventional function of providing good human capital to an organization. they use the following methods

- Training and Continual Development of competencies
- Aligning the acquired talent
- Retaining the talent
- Right selection of talent

The scope of Talent Management is quite wide and adopts an integrative approach to the functions mentioned above. The purpose is to have a synergistic effect between the various activities.

OBJECTIVES:

❖ To develop predictive models this model to assist organization in making data–driven decision regarding talent management.

❖ To define and standardize the metric used to evaluate employee performance.

❖ To analyze the most effective talent management practices within organization.

❖ To Develop a succession and retention plant sustain organizational excellence

❖ To Develop talent to enhance performance in current positions as well as for transition to the next level

❖ To suggest possible improvement in talent management

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve is search problem. It may be understood as a science of studying how research is done scientifically. In research it is the responsibility of the researchers to expose the research decisions and to evaluate them before they are implemented. The researcher has specified very clearly and precisely, what decisions is and why the selection is made, so that others can evaluate it.

LIMITATION OF THE STUDY:

i.   Due to limitation of the time of respondent could not be made more determined.

ii.   Due to confidently of some information accurate response was not revealed by some of the respondents.

iii.   Some of the replies of the respondents of the respondents may be biased

REVIEW OF LITERATURE:

Talent management is a planned and structured corporate approach to recruitment, retention, and developmentoftalentedindividualstoprovidethecompanywithindividualswhocanconsistently deliver excellent performance **(Davis, 2009).**

Talent management is involved with all the Human Resource Management (HRM) processes with an exact emphasis on the attraction, development and retention of talents **(Lewis and Heckman, 2006).**

(Jose– 2019) The study mainly highlighted to analyze the role of innovation in recruiting and talent acquisition. The study also focused on the various Technologies and strategies adopted for talent management in the IT sector. Apart from this, the study also examined the use of the latest technology by the HR department in Company for recruiting the right person in the right place. The objectives of the study involve evaluating the use of the latest technologies by the HR department in for recruiting

Table: 1Demographic Factors of the respondents

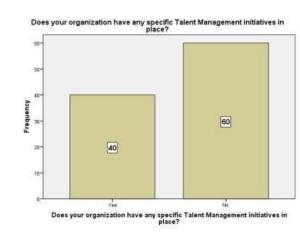| Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Gender	100	1.00	2.00	1.3000	.46057
Marital status	100	1.00	2.00	1.4000	.49237
Experience	100	1.00	4.00	2.4500	.86894
Are Talent Management initiatives at a priority in your organization?	100	1.00	2.00	1.7000	.46057
What are the areas where Talent management needs to be improved?	100	1.00	3.00	1.7000	.64354
How familiar are you with the concept of data optimization in the workplace	100	1.00	4.00	2.9000	1.22680
Activities are carried out To improve the talent of the employees	100	1.00	4.00	2.1500	1.11351
How does your organization identify talent	100	1.00	3.00	1.8100	.87265
How transparent is the company about the data they collect and how its used	100	1.00	4.00	2.5500	1.36608
How you can help the Organization achieve its aims through your talent	100	1.00	4.00	2.3000	1.01005
Are you satisfied with your present job	100	1.00	4.00	1.9500	.80873

Additional resource or support would help you improve your performance Through data driven insight	100	1.00	2.00	1.6000	49237
How fair do you believe the performance evaluation process is	100	1.00	4.00	2.0500	86894

From the above table it shows that 100 respondents, 50.4 per cent of respondents are female, 32.8 per cent of the respondents are belong to the age group of 20-40 years, 43 per cent of the respondents

DOES YOUR ORGANIZATION HAVE ANY SPECIFIC   TALENT MANAGEMENT INITIATIVES IN PLACE

Description	Frequency	Percent	ValidPercent	CumulativePercent
Yes	40	39.6	40.0	40.0
No	60	59.4	60.0	100.0
Total				
	100	99.0	100.0	

Does your organization have any specific Talent Management initiatives in place?

INTERPRETATION

It is interpreted that the 40% of respondents are said yes for organization have specific talent initiatives, and 60% of respondents are said No

ARE TALENT MANAGEMENT INITIATIVES AT APRIORITY IN YOUR ORGANIZATION

Description	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	40	39.6	40.0	40.0
No	60	59.4	60.0	100.0
Total				
	100	99.0	100.0	

Does your organization have any specific Talent Management initiatives in place?

INTERPRETATION

It is interpreted at the 40% of respondents are said yes for organization have specific talent initiatives, and 60% of respondents are said No.

ONE WAYANOVA

DESCRIPTION	N	Mean	Std. Deviation	Std. Error	95%ConfidenceIntervalforMean		Minimum	Maximum
					Lower Bound	Upper Bound		
Under 25	20	1.0000	.00000	.00000	1.0000	1.0000	1.00	1.00
25-34	50	1.8000	.75593	.10690	1.5852	2.0148	1.00	3.00
35-44	20	3.2500	.44426	.09934	3.0421	3.4579	3.00	4.00
45-54	5	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
55 above	5	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
Total	100	2.1500	1.11351	.11135	1.9291	2.3709	1.00	4.00

ACTIVITIES ARE CARRIED OUT TO IMPROVE THE TALENT OF THE EMPLOYEES

Model	Sum of Squares	df	MeanSquare	F	Sig.
Between Groups	91.000	4	22.750	68.071	.000
Within Groups	31.750	95	.334		
Total	122.750	99			

INTERPRETATION

Null hypothesis H0: There is no significance difference between the age of the respondents and activities to improve the talent management.

Alternate hypothesis H1: There is significance difference between the age of the respondents and activities to improve the talent management.

RESULT

P value=.000P>.5Hence Null hypothesis is accepted Therefore there is a significance difference between the age and activities to improve the talent management.

Chi-Square Tests

Description	Rate your level job specific skills relevant to your role				Total
	Good	Fair	Poor	Excellent	
Experience Below 5 years	10	0	0	0	10
6years-10 years	30	20	0	0	50
11years-20 years	0	20	5	0	25
Above20	0	0	10	5	15
Total	40	40	15	5	100

Chi-Square Tests

Description	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	114.444^a	9	.000
Like hood Ratio	122.061	9	.000
Linear-by-Linear Association	69.417	1	.000
No of Valid Cases	100		

a.9 cells(56.3%)haveexpectedcountlessthan5.Theminimum expected count is .50.

INTERPRETATION

HO: There is no significant difference between the experience of the respondent and level of job specification.

H1: There is a significant difference between the experience and level of job.

RESULT

Pvalue=0.000(p>0.05)Hence Null hypothesis is accepted. There fore there is no significant difference between experience and level of job specification.

SUGGESTIONS:
➢ More certified training should be given to the employee to boost their effectiveness and efficiency
➢ The company should know which talent management element can have great estimepact on the business and therefore provide a better basis for prioritization and implementation
➢ Workers should be regularly motivated to give their participation in management and management should also promote workers participation in management
➢ The company improve their training practices
➢ Can do better in their employee support service
➢ Can do better in their employee support service

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. These ensure the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element. Talent management enhances reviews that prove vitamin developing employees. They reveal employee weaknesses and result in the development of training needs and programs that will improve the skills of the employees hence maintaining their talents. Employee talents also develop and change with changes in the organization need shence increasing and improving their ability to execute the I roles. Therefore, the application of talent management proves an ideal approach in employee development and improving the performance of each personnel

REFERENCES:

➤ AlAriss,A.,Cascio,W.F.,&Paauwe,J.(2014).SpecialIssue.Talentmanagement:Current theories and future research directions. Journal of World Business, 49(2), 173179. doi:10 1016/j.jwb.2013.11.001

➤ Andersson,R.,Eriksson,H.,&Torstensson,H.(2006).Similaritiesanddifferencesbetween TQM, six sigma and lean. The TQM Magazine, 18(3), 282296.

➤ Appelbaum,E.,Bailey,T.,Berg,P.,&Kalleberg,A.(2000).Manufacturingadvantage:Why high-performance work systems pay off. Ithaca, NY: Cornell University Press