

A Study of Talent Management Process and Its Effect on Employees of Abhilashi University Mandi (H.P)

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Abstract—The talent management process and its effects on workers in organizational contexts are examined in this study. The strategic method that companies use to recruit, train, retain, and engage workers who are critical to accomplishing organizational goals is known as talent management. In the current competitive landscape, businesses understand that their ability to successfully manage human capital is critical to their success. Recruitment, on boarding, training and development, performance management, and succession planning are some of the elements of the talent management process that are examined in this study. It also examines the ways in which these practices affect worker outcomes like engagement, productivity, retention, and job satisfaction. When talent management is customized to meet individual needs and is in line with company goals, it greatly increases employee loyalty and motivation. Workers who have access to clear career routes, chances for ongoing development, and acknowledgement for their achievements are more likely to be dedicated and perform better. Ineffective talent management, on the other hand, can result in skill shortages, low morale, and more turnover. This study emphasizes how companies must implement thorough, data-driven, and employee-focused personnel management strategies in order to stay competitive and long-lasting in the rapidly changing workplace environment.

Keywords— Talent Management, Organization, Development

I. INTRODUCTION

The meticulously planned, strategic process of bringing on the right people and assisting them in developing to their full potential while keeping organizational goals in mind is known as talent management. Therefore, the process includes recognizing talent gaps and open positions, finding and on boarding qualified candidates, advancing them within the structure while helping them acquire the necessary skills, providing future-focused training for expertise, and successfully stimulating,

retaining, and inspiring them to meet long-term business objectives. The term highlights the comprehensive character of talent management, which ensures that the organization achieves its goals while influencing all facets of human resources at work. Therefore, it is the process of bringing in the proper people and empowering them to support the company as a whole. "A number of components and sub processes fall under the general heading of talent management, and they must cooperate to guarantee the organization's success." Touchpoints that are equally significant include, for instance, assessing the appropriate talent gaps for both today and the future, locating the best-fit candidates and talent pools, luring them to join, and then maximizing their current abilities and strengths while fostering their development. 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.

II. OBJECTIVE OF STUDY

- Getting familiar with the techniques and importance of talent management adopted by Abhilashi University for its employees.

- The impact of employee management techniques on employees of Abhilashi University.

III. SCOPE OOF THE STUDY

The primary goal of talent development is to cultivate the evolving skills and competencies of individuals to meet organizational needs. Engaged employees are a valuable asset and play a crucial role in the success of any talent management strategy, as their motivation and involvement directly impact performance and innovation. However, efforts such as recruiting the right talent, investing in their growth, and maintaining engagement will be ineffective if they do not ultimately contribute to retaining that talent. Retention ensures that the organization benefits from its investments and maintains a stable, skilled workforce.

IV. RESEARCH MTHODOLOGY

Research is characterized as a thorough analysis of a certain issue or topic through the application of scientific methodologies. "Research is a systematic inquiry to describe, explain, predict, and control the observed phenomenon," according to American sociologist Earl Robert Babbie. Both deductive and inductive approaches are used.

V. DATA COLLECTION METHOD

PRIMARY DATA

The term "primary data" describes new information that is gathered for the first time. The interview schedule is where the key data for this study are gathered.

SAMPLE UNIT

The sample unit for the study is the University employee with special reference with Distt Mandi in Himachal Pradesh.

SAMPLE SIZE

The sample size of the study is 80

TOOLS FOR DATA ANALYSIS

The tools used for data analysis in percentage analysis

VI. DATA ANALYSIS AND INTERPRETATION

Data analysis and interpretation involve examining data to uncover meaningful insights and make informed decisions. Data analysis is the process of collecting, organizing, and evaluating data to identify patterns, trends, or relationships using various statistical and computational tools. Once the data is analysed, interpretation follows—this is where the results are given context and meaning, helping to explain what the data reveals about a situation or problem.

Table:1 Demographic Profile of the Respondent

Profile	Variable	Count	Column No %
Gender	Male	39	48.1%
	Female	42	51.9%
Qualification	+2	31	37.3%
	Graduation	28	33.7%
	Post Graduation	24	28.9%

Table-2 Employee Engagement

Profile	Strongly Agree	Agree	Strongly Disagree	Disagree
Do you agree that the company hinders your work	32 38.6%	30 36.1%	17 20.5%	4 4.8%
Do you feel there is enough transparency in company while decision making	38 45.8%	22 26.5%	20 24.1%	3 3.6%
Do you feel salary and benefits are fairly distributed	41 49.4%	16 19.3%	16 19.3%	10 12%
Do you feel your current talent management system is effective	36	23	16	4

	45.6%	29.1%	20.3%	5.1%
Do you feel you can develop your career at Google	36	22	17	7
	43.9%	26.8%	20.7%	8.5%
Do you know what is expected from you at work	44	15	20	4
	53%	18.1%	24.1	4.8%
Do you feel comfortable while sharing feedback with your subordinates and seniors	32	24	17	9
	39%	29.3%	20.7%	11%
Do you feel your voice is heard and respected	40	23	15	4
	48.8%	28%	18.3%	4.9%
Do you receive sufficient praise and recognition for your achievements	41	18	18	6
	49.4%	21.7%	21.7%	7.2%
Do you feel you can share your ideas or new ways of working	36	20	23	4
	43.4%	24.1%	27.7%	4.8%

VII. CONCLUSION

The survey results reveal significant insights into the workplace dynamics and employee perceptions at Google, highlighting both strengths and areas for improvement. The gender distribution among respondents is nearly balanced, with a slight majority of female participants, indicating a positive approach towards inclusivity and diversity within the workforce. Furthermore, the educational qualifications of the respondents show that a majority possess at least a higher secondary education, suggesting that the organization is staffed by a well-informed and educated workforce. However, a pressing concern arises from the substantial percentage of employees who feel that the company hinders their work, with 38.6% strongly agreeing and 36.1% agreeing with this sentiment. This perception points to potential management issues or obstacles within the workplace environment that need to be addressed to foster a more conducive atmosphere for productivity. Additionally, while many respondents express a belief in the transparency of decision-making processes within the company, a notable 24.1% strongly disagree, indicating a significant gap in trust that could be detrimental to employee morale and overall job satisfaction.

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