Review Literature of Talent Management

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ABSTRACT
Now a days talent is crucial for organisations success.The hiring of right talented employees is equally important in the organisation and to retain and reward them who bring value to the table. A talented workforce is the backbone of every successful organisation.This study focuses on the various literature review of talent management in the context of different organizations.
KEYWORDS: *Management; Organizations; Skills; Talent Management*

I. INTRODUCTION:

The literature review helps in scheming the impact of latest information in the field by drawing their progress of knowledge.It provides information for relevancy and coherency to check the research.Moreover literature review justifies the research and sets up the research question.It justifies the need for conducting the particular research in a specified field.The available literature related to the Talent management activities in the organizations of various sectors have been reviewed by the research in the present study.

II. REVIEW OF LITERATURE:

(Taruna, 2001)Through the study he stated that building a strong pool of talent is central to organisations wellbeing. The author pointed out that better talent management does not come from having better HR processes or a better HR department. He stated that it comes mostly from having leaders and managers at all levels who embrace a talent mindset. He also stated that all managers are accountable for strengthening their talent pool.In this context the author narrates that talent mindset need bold actions to built talent pool whenever the organisation need.

(Dang et al., 2020)Through the study the authors focused mainly qualitative research method.They found that a combination of organised soft skills, learning ability, flexibility, technology adaptability, integrity and risk management skills contributes to talent identification. The authors have discussed about that talent in the private banking sector, which has implemented efficient TM programs, is identified by not only results (high performance), but also competency (high potential). However, in the public and foreign banking sectors, as well as in those private banks where TM practices have not been well undertaken, talent is mostly identified by results (high performance).

(Sharma, 2017) In the opinion of the author Education is necessity not luxury, it is an important aspect of a civilized life. He stated that seeing future without education is like preparing for a battle without a weapon. The author highlighted that the context of globalization and development in technology, education is undergoing unprecedented changes. In the study the author has in addition to questions of access and equity, institutions of education are called upon to cut costs, improve quality and compete in an environment of cross-border educational provision. It was found that academic administrators have to respond to these challenges and steer the course of their institutions to provide world class education and training to their students.

(Lee & Town, 2020)The study conducted of an empirical investigation showed in the Western Cape Provincial Government with the purpose to ascertain the status of talent management policies and practices. Their findings revealed that human resource practices in general and talent management functions in particular are not adequately aligned and coordinated. Through the study, the authorIn order to address this situation, by propose an integrated talent management model (ITMM) for the Public Service. Their case study, revealed that the absence of an integrated talent management model contributes to various HR-related challenges currently experienced by provincial departments. These include uncoordinated and unaligned practices, a silo-mentality between various directorates and departments, skills gaps, tedious paper-based administrative systems, and inadequate supply and retention of competent and talented staff in key positions. All of these factors lead to employee frustrations and entropy. Through the study, the author has highlighted an integrated talent management model (ITMM) .Their study suggested that the implementation of this ITMM will have a positive

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influence on the current levels of commitment, productivity, efficiency, performance, retention and overall dedication of public officials. If the talent of public officials is nurtured, it will eventually lead to a more professional Public Service that is competent and able to render quality services to the South African society.

(Singh et al., 2017)Through the study they have focused mainly that in Information Technology organizations various strategies like meditation, participation in programs for reducing stress among employees would be adopted. However, the identifying hidden talent of employees is not implementing properly by the managers. So talent management along with other strategies should be approved in an organization. Through the study it is observed that, maximum number of employees in IT organizations have occupational stress. The study stated that the facts related to occupational stress among IT employees are pertaining to the family problems, insecurity of job, low monetary compensation, ill health etc. They have concluded that maximum number of respondents are facing physical and mental problems like high blood pressure, exhaustion, monotonous work, body pain, back pain, depression and sleep disturbances.

(Amri & Safariolyaei, 2017)The study is focused mainly to explore the hidden talent of the Information Technology (IT) employee's, and also attempted to discover the most appreciated talent areas by management.The study is an exploratory survey in nature. The study focused by the management in the areas of talent, innovative talent, majority of employees employees opined that they are appreciated by the management member for their management skills. The study clearly mentioned that Creativity talent is the most appreciated talent area of management.Through this study respondents argued that Technological skills or talent is largely appreciated by management and also employees responded that skills of leadership or talent in leadership is the main talent area which is appreciated by their management. The study concluded that management should be focus on the employees talent, because many times management never aware about employee's talent. The study further suggested that identify of employee's talent is one the way to increase the employee's performance and their creativity and also it should be help to arrangement of training programmes for utilizing the employee's talent.

(Bhanupriya, 2015)The study the author highlights that an unhappy and insecure employ is worse than your biggest competitor. The objective of the study is to find out linkage between talent management practices and business performance. The study mainly pointed out that talent management practices helps to increase critical success factors like encouraging innovation and creativity, employee satisfaction, customer satisfaction, to gain market share, expanding product range , increase competitiveness to attract new customers, change management, risk management, diversity management, quality management, product or process design. The study concluded that employee retention has straight impact on profitability and success of the firm.

(JOSE, 2019)The studymainly highlighted toanalyze 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 IT Company for recruiting the right person in the right place. The objectives of the study involve to evaluate the use of the latest technologies by the HR department in IT companies for recruiting .The anotherobjective of the study is to assess the HR strategies deployed by the IT companies for talent management .Then the study focused to estimate the effectiveness of innovation, technologies and HR strategies in recruiting suitable talent for the IT companies. The study observed that he innovation plays an important role in acquiring the talent and adopts the various Technologies and Strategies such as big data analysis, artificial intelligence, chatbot, social media, video interview, teleconferencing that highly affect growth and development of the organization by acquiring the skilled workforce in the workplace. Moreover, the study also accessed the HR strategies is deployed by IT companies for talent management and also stimulate the effectiveness of innovation Technologies and HR strategies in recruiting suitable talent for the IT companies effectively.

(Harshita & Bhanupriya, 2018)The authors of the study mainly focused the areas of challenges faced by IT firms to retain talent. In the study highlighted that IT sector is faced great challenges in retaining talent. The study showed that commitment of top management helps in retaining talent in the organisation.The study remarked that the main causes of leaving job by talented employees are unattainable high talent,lack of good salary/monetary benefits, lack of promotional opportunities, off hours shift, health issues, high stress level etc. The study concluded that the success of companies depends on managing the talent of people.

(Vishnoi & Rajan, 2020)The study stated more emphasised on employee engagement has been considered as the important criteria in human resources in all the organizations. Their findings suggested that both men and women employees in (IT and Education Sector) have a significant gender difference while selecting work profession. The study pointed out that work had an adverse effect on both men and women, as it affects their health and even work discussion. The spill over of work into family life showed that both men and women did not had enough time to spend with their families and moreover work pressures affected quality of family life. In this context of IT sector there is significant gender difference impact on work if the male and female employees work more than agreed number of hours which helps them in growth in the organization (IT Sector). But in education Sector there is no significant gender difference in impact of work more than agreed number of hours help in growth in the organization.

III. CONCLUSION

This literature review concluded that talent management helps the organisation to maximize the value of employees. It is also committed to hire, manage, develop, and retain the most talented and excellent employees in the industry. In fact, talent management plays an important role in the business strategy since it manages one of the important assets of the company—its people.Through the reviews of topic related literature, it is concluded that the majority of studies have been done with a very limited purpose, that is focusing only on the significance of talent management in the organization.

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