

TALENT MANAGEMENT PRACTICES AND ITS BENEFITS IN TELECOMMUNICATION INDUSTRY: A CRITICAL REVIEW

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ABSTRACT

The Human Resource Management comprises of, not only the process of hiring the right people for the organization but it also includes a strategic approach towards sustaining and developing them towards being competitive. The global trends in human resource management are shaped by competitiveness, downsizing, outsourcing, more diverse work force and an ageing population in their organisation. The people as one the major aspects for organizational survival and prosperity as a framework that can deal with effective processes, which then led to the creation of Talent Management. Talent management starts with recruitment process, alignment of the workforce to the organization, develop the people and get constant feedback to help in performance of an individual or an organization. The research paper focuses on to utilize the talent management scenario in the telecommunication Industry. By taking the consideration of telecommunication sector in India, identification and management of talented competent personals becomes the major challenge. This paper aims to bring out talent management practices which are adopted in some of major telecom sector in Delhi/NCR. And also aims to map the identification of Talent Management practices and its benefits to an individual or an organization.

KEYWORDS: Talent Management, Practices, Performance, Telecommunication Sector.

Introduction

Talent in general terms refers to the capabilities, skills or the art a person possess in a particular field. It also refers to high potential, scarce knowledge and skill or who can successfully bring about transformation and change in the organization. Talent Management denotes a deliberate approach taken up by an organization to attract, retain, motivate, and develop and succession plan for people with the aptitude and abilities to meet not only the current requirements but also future organizational needs.

In talent-hungry market scenario, one of the greatest challenges those organizations are facing is to successfully attract, assess, train and retain talented employees. Talent Management encompasses in itself the entire process of Planning, Recruiting, Developing, Managing, and Compensating employees throughout the organization. Organizations have realized the need for talent management and are now focusing on methods to develop and retain the existing talent in their organization rather than trying to acquire a new talent because it is more cost effective than that of replacing the talent.

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 Human Resource 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.

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