

**TALENT MANAGEMENT SKILLS**  
**Add on course**  
**Department of Business Administration**  
**MODULE I**



**INSTRUCTOR**  
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# INTRODUCTION

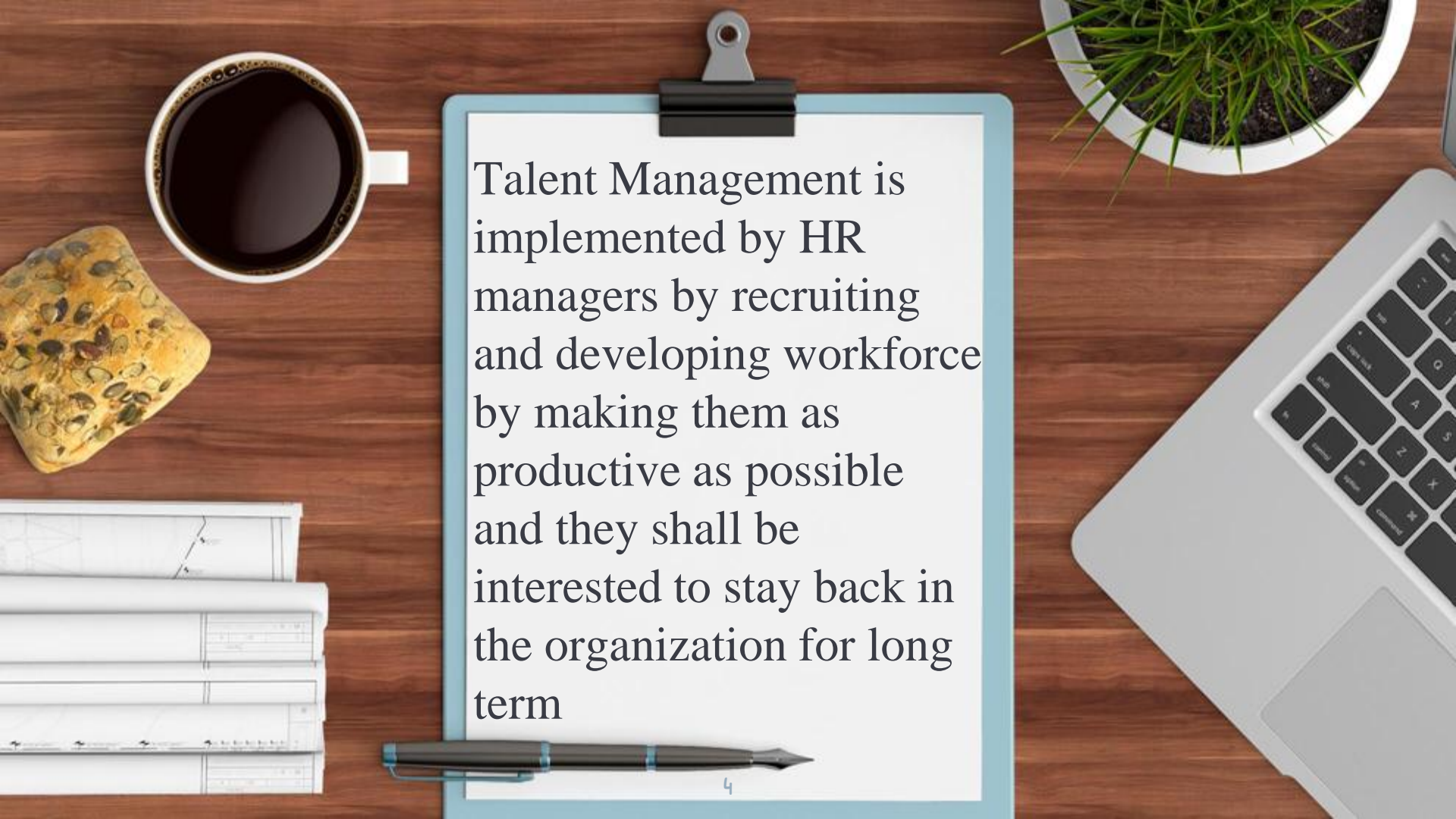
**Talent management is that how the recruiter employs the workforce (right person) for the right job at the right time for a long term**



## Importance of Talent Management

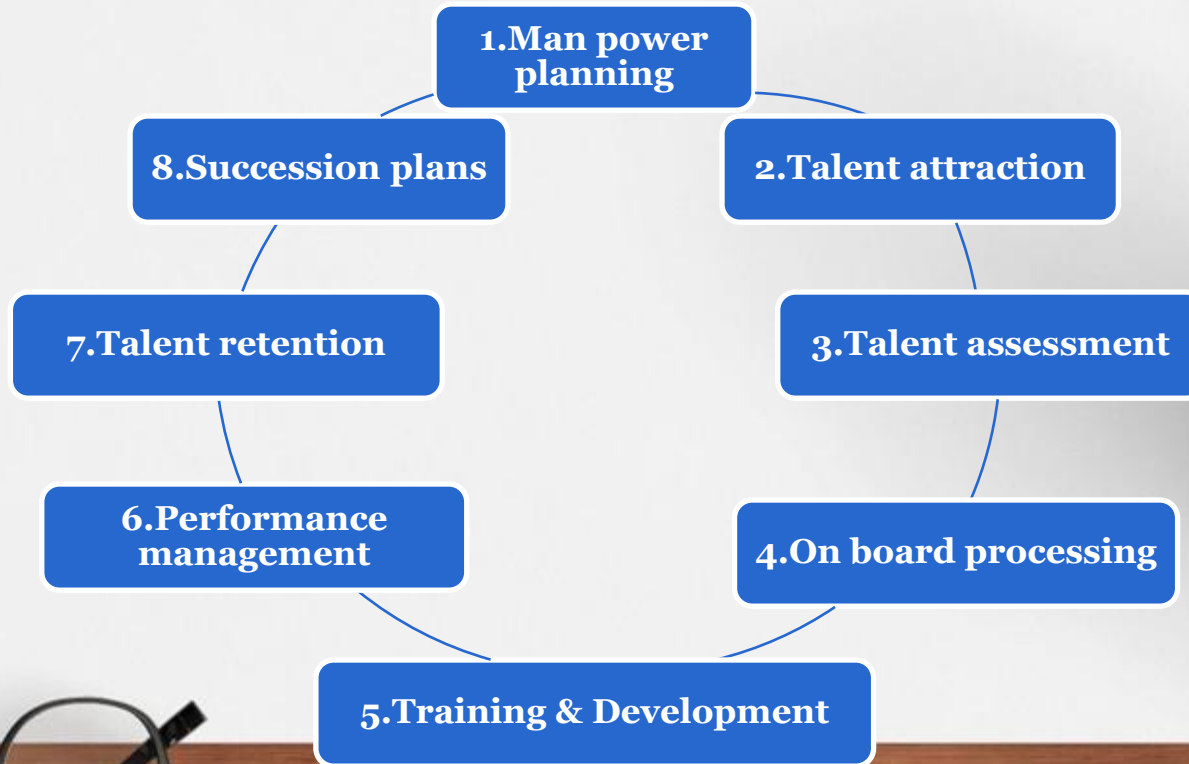
- Talent management helps to process the HRP to attract, develop, motivate and retain the high performing employees in an organization
- TM helps employees feel encaged, skilled and motivate to work towards organizational goals



A top-down view of a wooden desk. In the top left is a white cup of dark coffee. To its right is a small potted plant with green grass-like leaves. In the bottom left is a stack of white papers with some diagrams. To the right of the papers is a fountain pen. In the bottom right is a portion of a silver laptop showing the keyboard. In the center is a light blue clipboard with a black clip at the top, holding a white sheet of paper with text.

Talent Management is implemented by HR managers by recruiting and developing workforce by making them as productive as possible and they shall be interested to stay back in the organization for long term

# PROCESS OF TALENT MANAGEMENT



# Advantages of talent management

- **Increase employee engagement**
- **Reduction in cost**
- **Reduction in time**
- **Increases employee retention rate**
- **Increases skills of employees**





## Strategies of Talent Management

- Provide detailed job description
- Friendly culture
- Developing opportunity
- Reward & recognize
- Keep in touch with every employee

## Need & Scope

- > **Workforce match the business needs**
- > **Engage the workforce with engage & sustainable**
- > **Increase employee satisfaction**
- > **Develop leader who is expertise in developing organization**
- > **Effectively balance diversity**



# **SUMMARY**





For feedbacks and queries

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**THANK YOU**