

# Framework of Talent Management in India

Richa Verma<sup>1</sup> and Mini Amit Arrawatia<sup>2</sup>

<sup>1,2</sup>*Department of Management and Humanities, Jayoti Vidyapeeth Women's University, Jaipur, (India)*

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**Abstract**—Human Resource is one of the predictable assets for the achievement of the every establishment. Due to liberalisation, privatisation and globalisation an innovative part of human resource have appeared that is talent management. Researchers over the world have revealed a considerable amount of curiosity on the subject matter of talent management as well as it has develop into one of the most discussed among HR expert and academicians throughout earlier periods. By the way of internationalisation of market preserving of talented employees has become most essential than hiring at present convenient is a clash for talent linking the organisation along with merely those organisations will be successful in long run who have a boundary over other organisation in provisions of sustaining and building talent within the officialdom. There are countless investigation carry out on the theme over the world however there are still various areas which is required to be surveyed. This study is carrying out against this background and found on the comprehensive review of previous significant learning connected to a range of magnitude of talent management throughout previous years.

**Keywords:** Talent management, Human Resource, Recruitment, Retention.

## 1. INTRODUCTION

The world have seen a huge shift in traditional human resource management to tactical human resource management now talent management during past decade. In the period of multi-nationalization, globalization and internationalization entire world has turn into a village at the present there are opposition for the firm not only at local level but global level also. In this period of rigid competition merely those firms will stay alive who are talented to overwhelm their player. Success of every organization is depends upon its human resource for the reason that it is the single resource which have magnetism of exploiting all others resource efficiently and economically. The fresh tactic is essential to recognize the career assessment of the youth via recovering strategic talent management plus career decision scale taking into account future capabilities, work ability and proficiencies obligatory from corner to corner dissimilar jobs and work settings of the competitive global marketplace. Talent management is a nonstop procedure of retaining, attracting, assessing and developing the talented employee within organization. Talent management has now become part of strategic human resource management it involves entire life cycle of human resource management as of recruitment to withdrawal. Strategic talent

management activities and processes involve systematic arrangement of key positions which differentially contribute to the organisation sustainable competitive benefit.

## 2. INTENTION OF STUDY

The intention of this is to recognize the up-and-down of talent management as well as investigate hypothetical structure of talent management in India.

## 3. RESEARCH METHODOLOGY

The subject study is accepted as methodological outline on the earlier literature. The literature subject beginning the year 2007 to 2015 is measured valuable and place onward for the intention of study.

## 4. LITERATURE REVIEW

Alok and Anita (2012) have occupied up this research to study issues of talent management in Indian Pharmaceutical business. The main emphasis is on four Es enabling, engaging, enhancing and empowering for talent administration. It was suggested is that pharmaceutical industry should give due care to talent strategy and contain appraise to line up their active talent and prospect predict wants. Ultimately they have concluded that it is not only restricted to hire right applicant at the right time but to explore hidden and remarkable virtues of Human resources in addition to extra take care of them so as to line up them by means of pond of talent.

The conception of talent management has developed into famous exercise in the contemporary business world subsequent to inventing of war for talent by the McKinsey experts (CIPD, 2015; Nijveld, 2014).

Lewis and Heckman (2008) have conducted a significant reconsider on talent organization. Firstly they have tried to examine what talent management exactly it and does it have any scientific values of human resource management. The study exposes that there is still uncertainty regarding the explanation range and on the whole goal of talent management .Ultimately they have suggested that by foundation of talent management in a tactical decision framework that clearly guides talent decision budding system level models that demonstrate multi pond brunt of talent variety and developing

reliable validity as well as theoretically meaningful measures can advance excellence of talent exchange in organisation.

Tymon, Stumpf and Doh (2010) have attempted to explore talent administration in addition to the role of neglected fundamental rewards in India. The model developed and experienced on talent management crosswise 28 Indian firms linking 4811 proficient workforce. They have stated four intrinsic rewards that is social accountability of manager superiority in organisation manager sustain and performance administration. This study found that fundamental rewards are significant element in worker preservation pleasure by way of organisation in addition to occupation victory. Finally they have suggested that multinational international and national organisation can make use of non pecuniary system to sponsor maintenance and worker fulfilment in challenging labour market surroundings.

Munivenkatappa, Nagaraja and Bharathi (2013) have carried away this study to inspect different method for fostering as well as developing the talent in an organisation. Facts have been assembled through primary method beginning 5 personal and five communal manufacturing and service sectors units by means of questionnaires and statistics used were SD coefficient of correlation regression covariance and so on. The effect be that worker of both the segments are equally assistance by nurturing the talent surrounded by the administration and parameters studied like motivational factor employee attentiveness technical knowledge is extremely correlated with fabrication and efficiency.

The entire world's financial system has been encouraged from manufacture based to information based. (Downe et al., 2012). Therefore worth of the talents has enlarged and organizations face foremost dare to locate talented workers to produce a talent pond in command to attain spirited benefit (Venkateswaran, 2012; MacBeath, 2006).

Cooke, Collings and Mellahi (2009) have occupied up this to reconsider and offer research outline for tactical talent management. This assured that talent management needed a reliable meaning and apparent boundaries. They have tried to provide definition of tactical talent management as an actions and procedure that involve the organized recognition of key positions which in a different way add to the organisations' sustainable spirited advantage. Finally it was concluded by them that if talent management is to increase extra conventional receiving then the hypothetical institution which support is must be superior.

Saini and Wang (2014) have carry out this learning to inspect insight of management in the direction of talent management in China along with India. The questionnaire was sent towards as well as 84 mark respondents in China and India in that order. They have found that concept of talent management is greatly unfair by institutional informative industrial organisational and individualistic problems. They have stated that in context of both the country talent are those who are

highly educated and high achiever and player in the establishment. Finally judgment of studies point to a eventuality approach to talent management this recommend no one model will robust all and eventuality approach enable us to understand talent management exercise and purify talent management theories in more nuanced approach and with better sympathy toward restricted institution and habits as well as organisational in a large quantity.

Talent management is a systematic process of classifying, recruiting, pleasing, embryonic and maintaining talented persons (CIPD, 2015; Garg & Rani, 2014; Beheshtifar, Nasab, Nekoie. Moghadam, 2013; Armstrong, 2009).

Verma and Sheokand (2015) have conducted descriptive study on talent management. It was found that the field of talent management has emerged in the past decade but there is still insufficient amount of empirical research. They have concluded that to add unending contribution to the field of HRM talent management must reinforce its hypothetical establishment by building an incorporating HRM and organisational assumptions.

## 5. SHIFTS IN TALENT MANAGEMENT

The study of talent management has basically been carried out on numerous add up empirically in esteem of the urbanized wealth. There are small studies appear that scrutinized the talent management exercise and confront in background of developing countries particularly in India and China . Supplementary recognized six shifts of talent management in Indian perspective as

- Fundamental rewards
- Cleanliness aspects
- Presentation supervision exercise
- Pleasure in the organisation
- Administrator support
- Socially accountable manager

### 1. Fundamental rewards- shift-1

It engages a constructive psychosomatic status inside individuals usually attended through judgment of ardour, power and passion. It is found on completely esteemed understanding that a person obtain from exploiting their job responsibilities.

### 2. Cleanliness aspects- Shift-2

The adjoining of the work generates a set of cleanliness aspects that is aspect outside to the work itself which manipulate worker insights as well as mind-set in the direction of job. These comprises of contentment through reimbursement business remuneration along with business setting.

### 3. Presentation supervision exercise -Shift-3

The procedure of target locating fetches out the finest in me. Principles used for computing performance are reasonable furthermore unmistakably understand. Assessment of performance is complete in a translucent in addition to intention mode. Response is specified in a manner that assists me to plough and experience motivated to present my superlative.

### 4. Pleasure in the organization- Shift-4

I am swollen with pride of this organization's character. I feel superior to do effort for my association. I converse extremely of my organization's services in addition to merchandise. I am certain in this organization's capability to perform the accurate thing.

### 5. Administrator Support- Shift-5

My instantaneous director escorts via illustration. My direct boss provides me the support I require to do my work fine. My instant boss is efficient. My immediate director is superior at sprouting individuals.

### 6. Socially accountable manager- Shift-6

This association acquires a dynamic function in its commune. This association obtain business social responsibility sincerely. This association obtain beliefs sincerely. This organization counters well to a varied group of stakeholders.

## 6. TALENT MANAGEMENT: PROSPECTIVE REGION OF STUDIES

The studies on talent management are mainly carrying out in circumstance of budding countryside. There are fewer figures of studies obtainable in developing countries particularly in India. From the above mention literature reconsider it is recognized that there are several pointer of talent management Social accountable employer and built-in factors performance management practices and purpose of employees as well as organisational performance that are compulsory to be discovered as to what extend it fits to Indian framework. On other hand various significant feature wants to be discover via surrounding an open ended questionnaire controlled to the professional height workers

- For you what is talent management?
- What is the method of talent management in the organisation?
- What are the restrictions of employee talent in your organisation?
- What is the blockade to talent management in the organisation?
- How much efficient is the method of talent management in the organization?

These are the uncultivated region of research in the ground of talent management that are essential to be tackle in provisions of Indian businesses.

## 7. CONCLUSION

Behind going surplus of literature on talent management it is obvious that talent management is a absorbing amongst the organizations. The ground of talent management has developed in earlier times so there is capacity for comprehensive as well as experiential research in the region. Even though in the urbanized world countries talent management have systematically been investigated but in Indian background there is considerable gap and it is in childhood phase. Consequently no doubt there is visibly a requirement for from side to side research in the region that will assist academicians to designed a well-off and consensual description of talent management and its preparation with theoretical body of information. During channel of time Indian organization have understand consequence of human resource moreover are giving owed consideration in the direction of it. Administration with embryonic talented worker within the organization is one of the essential human resource purposes approximately which all the human resource actions rotate. Ultimately this study terminated the restriction which manipulates talent management like built-in rewards fundamental rewards, cleanliness aspects, presentation supervision exercise, pleasure in the organisation, administrator support, socially accountable manager, work motivation, organisational assurance. Acquisitiveness in remuneration, encouragement, association, concentrating, worth of edification is highly simultaneous with fabrication and efficiency of organisation furthermore organisation have to give owed influence while surround human resource strategies in order to carry on and be successful in this energetic struggle in extensive sprint.

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