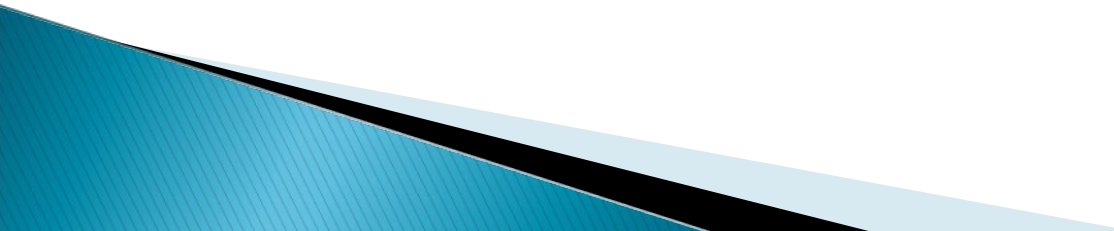


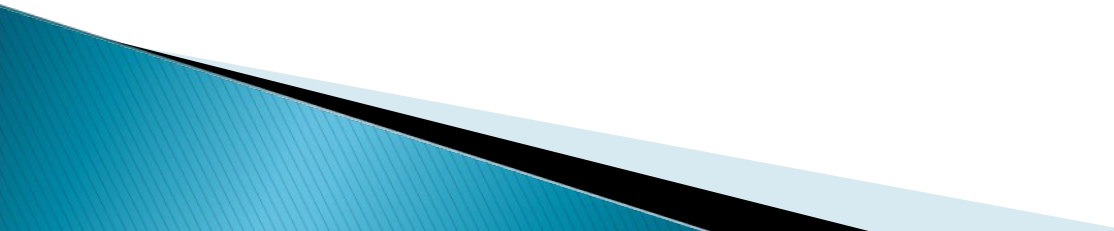
# TALENT MANAGEMENT



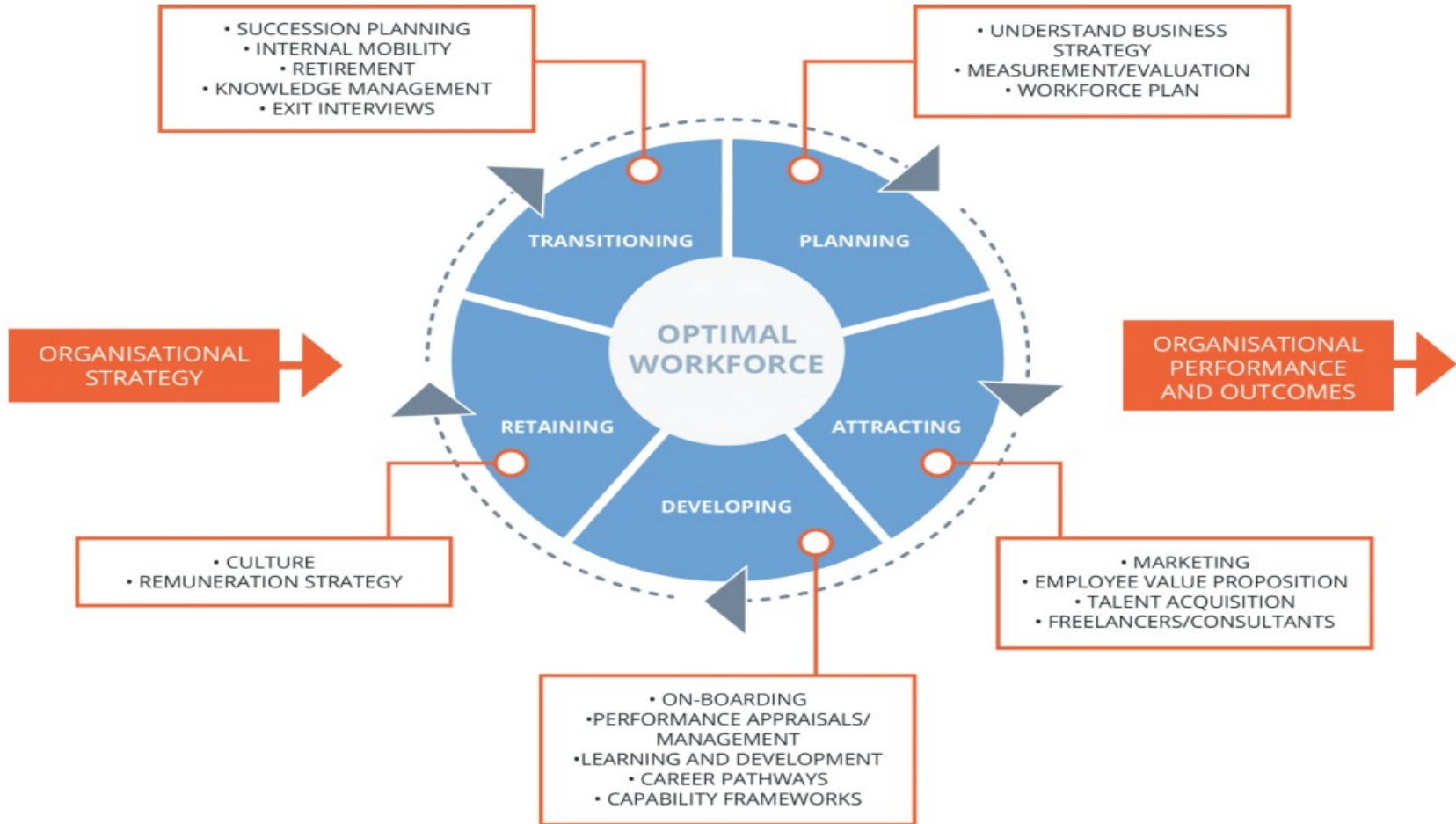
# What is Corporate Restructuring

- ▶ Introduction
  - ▶ **Talent management** refers to the anticipation of required human capital for an organization and the planning to meet those needs.
  - ▶ Talent management is the science of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals.
- 

# **Need of Corporate Restructuring?**

1. Attract Skilled Employees
  2. Improve Retention Rates
  3. Boost Performance
  4. Increase Customer Satisfaction
  5. Motivate Employees
  6. Develop Employees' Potential
  7. Ease Transition Periods
- 

# TALENT MANAGEMENT MODEL



## Talent Management Initiatives



# BENEFITS OF TALENT MANAGEMENT FOR THE ORGANISATION

## Benefits of Talent Management for Organization

Accomplishment of vision

Retaining finest talent

Strengthens company's human capital structure

Succeed over competitors

Builds up company's reputation

Better decision making

Efficient and effective performance

# **BENEFITS OF TALENT MANAGEMENT FOR EMPLOYEES**

## **Benefits of Talent Management for Employees**

Achieve job satisfaction

Employee motivation

Enhances personnel skills

Feeling of belongingness

Long-term existence

Boost up confidence

Quality add-ons to employee experience

## **ATTRACTING TALENT**

Talent attraction is a term used in the Human Resources and Talent Acquisition field to describe luring the most desirable of passive candidates to a specific employer and incentivizing them to apply for work with implied and envisioned benefits.

strategies of talent attraction vary and include, but are not limited to, employer branding, recruitment marketing, organizational culture, compensation and benefits.

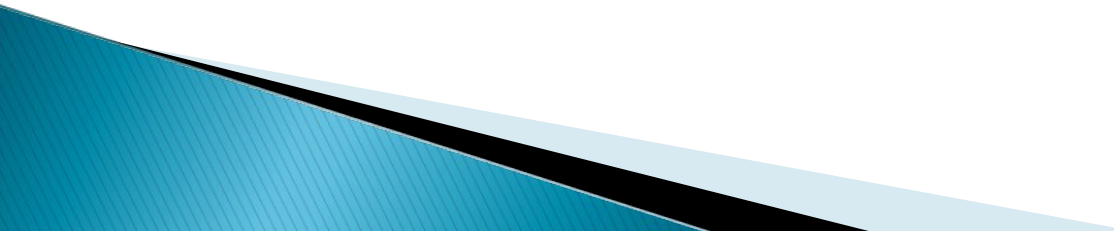
- 1. Company culture**
  - 2. Company reputation**
  - 3. Personal relationships**
  - 4. Personal fulfilment**
  - 5. Career progression**
- 



## RETAINING TALENT

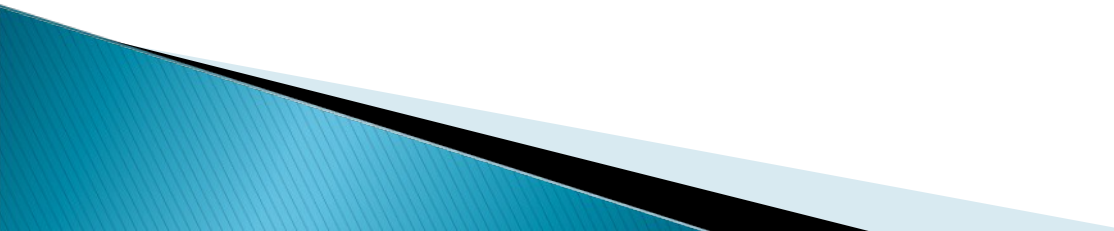
Retaining talent is a sign of success for an organization. Companies whose employees stay with them long term save both time and money. Understanding the importance of retaining talent and strategies to use can help your business enhance its productivity with more expert employees.

Some of the benefits of retaining talent include:

- Improving the company culture
  - Leading to better customer experience
  - Increasing the revenue
  - Enhancing employee engagement and satisfaction
  - Building a positive company reputation
- 

# Failure in managing talent can have significant consequences for an organization.

These consequences include:

- Loss of top talent
  - Low employee engagement
  - Inability to meet business goals
  - Increased recruitment costs
  - Damage to reputation
- 

# TOOLS FOR MANAGING TALENT

- Human Resource Information System (HRIS)
  - Applicant Tracking System (ATS)
  - Learning Management System (LMS)
  - Performance Management Software
  - Succession Planning Software
  - Talent Analytics and Reporting Tools
- 