A Study on Talent Management

Shilpa Gupta
Assistant Professor, Commerce and Management
D.A.V College, Sec-10, Chandigarh - India

ABSTRACT

Globalization has come up with many opportunities and challenges. With globalization in the new decade, a number of companies have increased but the numbers of extraordinary managers who are required to manage these companies have not. Recruiting and retaining the best of the employees is therefore assumed to be an intricate job these days. It is no longer sufficient to offer the best employees higher salaries; they require additional incentives and better development opportunities than previous generations of managers. Talent management is a concept which involves a cognizant, deliberate approach undertaken to attract, develop and retain people with the capacity and abilities to meet current and future organizational wants. The study is descriptive in nature. The objective of the study is to know about the concept of talent management, its importance, and the problems that are encountered during management of talent.

KEYWORDS: Talent, management, abilities, human resource, organizations