



Talent Management Practices and Its Benefits across the Indian Firms: An Empirical Study

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Abstract

Talent Management within organization is a human resource strategy that seeks to identify, develop, motivate, reward and retain talented and potential employees. Finding and managing talent has become one of the most important and powerful buzzwords in corporate HR and training today. Now, talent is harder to find and it becomes easier to waste and lose. The organization's ability to consistently seek, attract, utilize and keep talent will provide a source of competitive advantage. Talent contributes a lot to the performance of the organization and its management has a direct impact on the sustainability and growth of the overall business. Talent management is a 'forward-looking' function. the present study '**Talent management practices and its benefits across the Indian firms: An Empirical study**' seeks to investigate the nature and extent to which Talent Management is practiced by the Indian firms and to propose a road map to take the cause forward. The study has been conducted by taking both the primary and secondary data and it includes 3 public sector and 3 private sector firms of India namely Mahanadi Coalfield Ltd., NALCO, NTPC, Bhusan Steel plant Ltd., ACC Ltd. and Hindalco Ltd. For better analysis and interpretation 92 respondents have been taken. The important statistical technique used in the study is One Way Anova to test the hypothesis for overall responses of the samples. It is concluded from the study that talent management for the HR community is an opportunity for HR professions to develop in their areas of expertise and in their career as well as a positive impact on the sustainability and growth of the overall business.

Keywords: Talent management, forward-looking, performance, sustainability