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Programme: M.A.HUMAN RESOURCE MANAGEMENT

Course Title : Talent Management

Course Code : 22HRM3CC15

UNIT – V

Elements of Talent Management

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The Element of Talent Management

The elements of Talent Management encompass the key processes and activities involved in attracting, developing, and retaining a high-performing workforce.

1. Talent Acquisition:

- **Recruitment:** Identifying and attracting qualified candidates through various channels (job boards, referrals, social media, etc.).
- **Sourcing:** Actively seeking out and engaging potential candidates.
- **Screening:** Evaluating candidates' qualifications and experience through resumes, interviews, and assessments.
- **Selection:** Making hiring decisions based on a thorough evaluation process.
- **Onboarding:** Integrating new hires into the organization through orientation, training, and



2. Talent Development:

- **Training & Development:** Providing employees with opportunities to learn new skills, enhance existing competencies, and advance their careers (e.g., workshops, seminars, online courses, mentorship programs).
- **Performance Management:** Setting clear performance expectations, providing regular feedback, conducting performance reviews, and recognizing and rewarding high-performing employees.
- **Career Development:** Guiding employees in their career paths, identifying development opportunities, and creating a roadmap for advancement.

3. Talent Retention:

- **Employee Engagement:** Fostering a positive and engaging work environment that motivates employees to stay.
- **Compensation & Benefits:** Offering competitive salaries, benefits packages, and other incentives to retain top talent.
- **Employee Recognition:** Recognizing and rewarding employee contributions and achievements.
- **Work-Life Balance:** Promoting a healthy work-life balance through flexible work arrangements and employee well-being programs.

4. Talent Succession Planning:

- **Identifying High-Potential Employees:** Identifying and developing high-potential employees for future leadership roles.
- **Creating Succession Plans:** Developing detailed plans for critical positions to ensure a smooth transition of leadership.
- **Preparing Future Leaders:** Providing development opportunities and mentorship to prepare high-potential employees for future leadership roles.

5. Performance Management:

- **Setting Goals:** Setting clear, measurable, achievable, relevant, and time-bound (SMART) goals for employees.
- **Providing Feedback:** Providing regular and constructive feedback on employee performance.
- **Conducting Performance Reviews:** Conducting regular performance reviews to assess employee performance and identify areas for improvement.
- **Recognizing and Rewarding Performance:** Recognizing and rewarding high-performing employees through bonuses, promotions, and other incentives.

6. Talent Analytics:

- **Identifying Trends:** Identifying trends and patterns in HR data to inform decision-making.
- **Measuring ROI:** Measuring the return on investment of talent management initiatives.

The Resourcing Strategy

A resourcing strategy outlines how an organization will obtain and utilize its workforce to achieve its business objectives. It's a proactive approach to ensuring the right people with the right skills are available when and where needed.

1. Workforce Planning:

- **Forecasting Demand:** Analyzing future business needs to anticipate staffing requirements. This includes considering factors like business growth, new product launches, technological advancements, and market trends.
- **Supply Analysis:** Assessing the current workforce's skills, experience, and availability to meet future demands. This involves analyzing internal talent pools, identifying skill gaps, and assessing employee performance.



2. Talent Acquisition:

- **Recruitment Strategies:** Defining and implementing effective recruitment strategies, including job postings, employee referrals, social media recruiting, and university relations.
- **Employer Branding:** Building a strong employer brand to attract top talent.
- **Candidate Sourcing:** Identifying and engaging potential candidates through various channels.

3. Talent Development:

- **Skills Development:** Investing in employee training and development programs to enhance existing skills and prepare employees for future roles.
- **Career Pathing:** Creating clear career paths and opportunities for advancement within the organization.
- **Succession Planning:** Identifying and developing high-potential employees for future leadership roles.

4. Talent Retention:

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5. Resource Allocation:

- **Budgeting:** Allocating resources effectively for recruitment, training, and development activities.
- **Prioritization:** Prioritizing resourcing efforts based on business needs and strategic goals.

6. Technology and Tools:

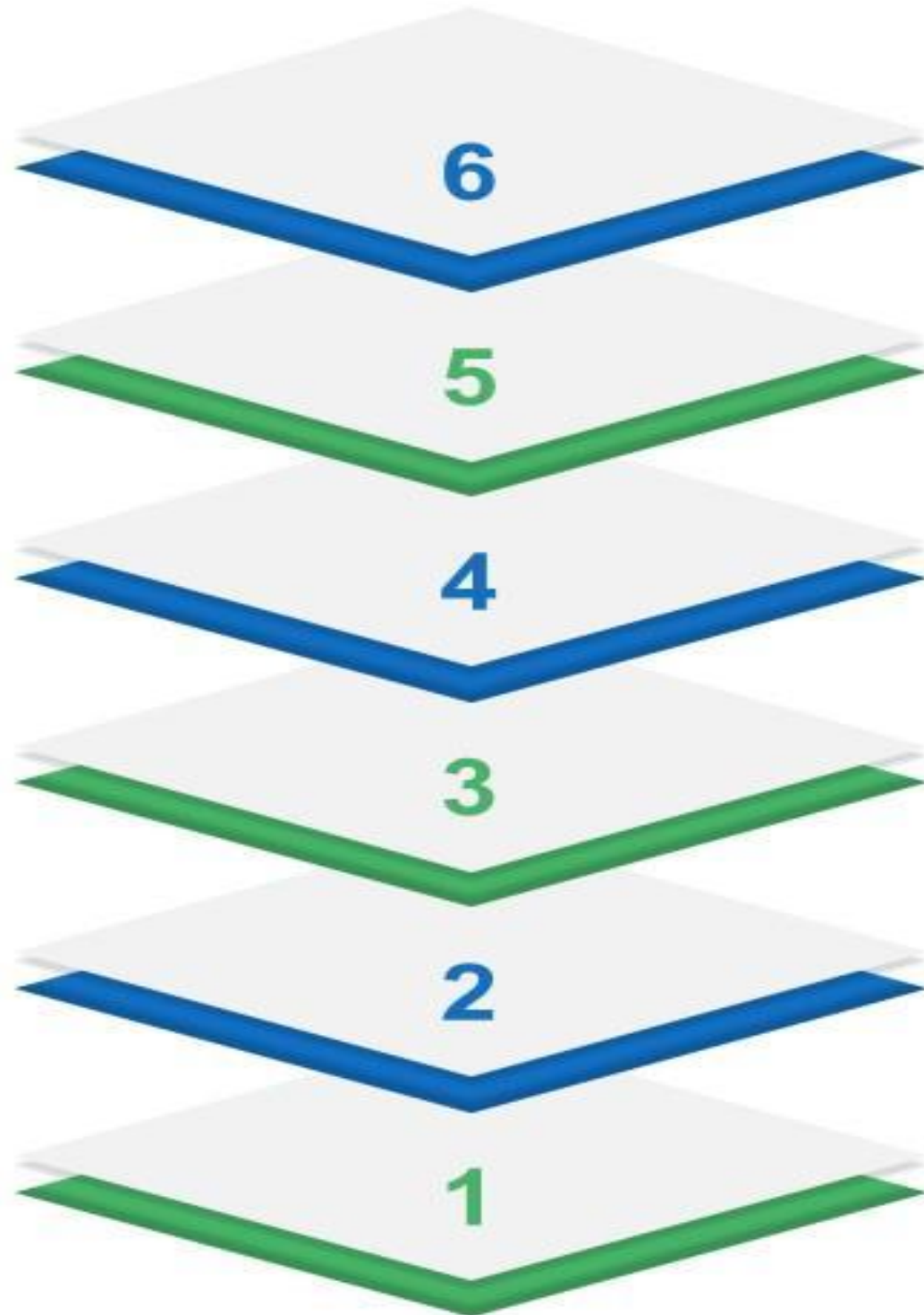
- **Leveraging Technology:** Utilizing technology such as Applicant Tracking Systems (ATS), Learning Management Systems (LMS), and HR analytics tools to streamline resourcing processes and make data-driven decisions.

7. Monitoring and Evaluation:

- **Regular Review:** Regularly reviewing and evaluating the effectiveness of the resourcing strategy.
- **Tracking Key Metrics:** Tracking key metrics such as time-to-hire, cost-per-hire, employee turnover, and employee engagement.
- **Making Adjustments:** Making adjustments to the resourcing strategy based on performance data and changing business needs.

By implementing a well-defined resourcing strategy, organizations can ensure they have the right people with the right skills at the right

Talent Strategy Showing Talent Resourcing Business...



Reward & Recognition

This slide is 100% editable. Adapt it to your needs and capture your audience's attention

Organizational Performance

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Learning & Development

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Talent Resourcing

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Organization Design

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Business Strategy

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Attraction and Retention policies and programs

Attraction Policies and Programs

•Employer Branding:

- **Strong Company Culture:** Emphasize a positive and inclusive work environment, company values, and employee well-being.
- **Social Media Presence:** Utilize social media platforms to showcase company culture, employee testimonials, and career opportunities.
- **Employee Value Proposition (EVP):** Clearly articulate the unique benefits and rewards of working for the company.

•Recruitment Strategies:

- **Diverse Sourcing Channels:** Utilize a variety of channels to reach a diverse pool of candidates (e.g., job boards, employee referrals, social media, university relations, recruitment agencies).
- **Targeted Recruitment:** Focus on specific industries, universities, and professional organizations to attract candidates with specialized skills.

•Competitive Compensation and Benefits:

- Offer competitive salaries, comprehensive benefits packages (health insurance, retirement plans, etc.), and other perks (e.g., flexible work arrangements, tuition reimbursement).
- Conduct regular market research to ensure compensation and benefits remain competitive.

Retention Policies and Programs

Employee Engagement:

- **Regular Feedback:** Provide regular and constructive feedback to employees.
- **Team-Building Activities:** Foster a positive and collaborative work environment through team-building activities and social events.

Development and Growth:

- **Training and Development Programs:** Invest in employee training and development to enhance skills and prepare employees for career advancement.
- **Mentorship and Coaching:** Provide mentorship and coaching opportunities to support employee growth and development..

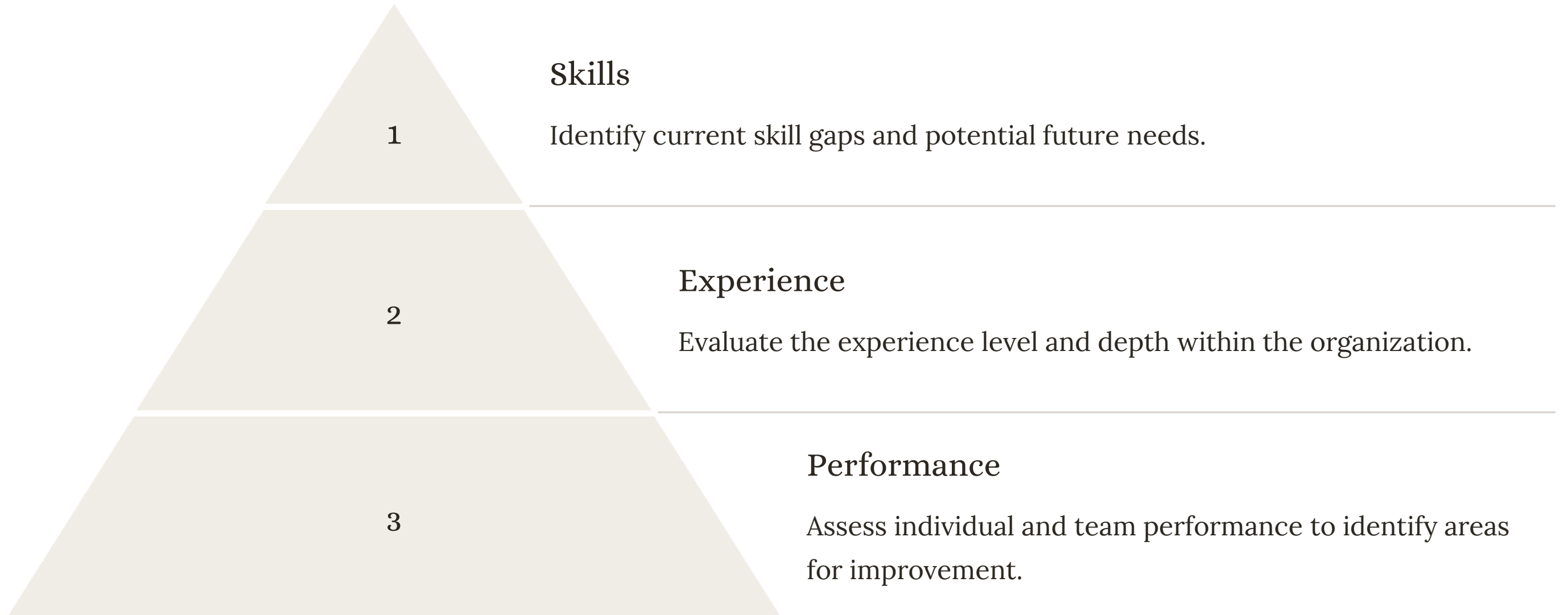
Strong Leadership:

- Foster a positive and supportive leadership environment where employees feel valued and respected.

Work-Life Balance:

- **Flexible Work Arrangements:** Offer flexible work arrangements such as remote work, flextime, and compressed workweeks.
- Provide leadership training and development to equip managers with the skills to lead and motivate their teams.

Talent Audit



Role Development

1

Job Design

Creating roles that are challenging, meaningful, and aligned with individual strengths.

2

Training & Development

Providing opportunities for employees to acquire new skills and knowledge.

3

Mentorship & Coaching

Supporting career advancement through mentorship and coaching programs.

Talent Relationship Management

1

Communication

Building a culture of open communication and feedback.

2

Engagement

Creating a sense of belonging, purpose, and motivation.

3

Recognition

Celebrating achievements and acknowledging individual contributions.



Talent Management for Excellence

Talent management for excellence focuses on building a high-performing workforce that drives organizational success. It's about more than just attracting and retaining employees; it's about nurturing and developing their potential to achieve peak performance.

1. Strategic Alignment:

- **Clear Vision:** Talent management strategies must be tightly aligned with the organization's overall business strategy, goals, and objectives.
- **Skill Gap Analysis:** Proactively identify and address skill gaps within the workforce to ensure the organization has the necessary capabilities to achieve its strategic goals.

2. Data-Driven Approach:

- **Leveraging Data Analytics:** Utilize data and analytics to track key HR metrics (e.g., employee turnover, time-to-hire, employee engagement) to identify trends, measure ROI, and make data-driven decisions.
- **Performance Monitoring & Feedback:** Implement robust performance management systems with regular feedback mechanisms (360-degree feedback, etc.) to track employee progress, identify areas for improvement, and recognize high performance.

3. Employee Experience:

- **Creating a Positive Work Environment:** Foster a culture of trust, respect, and inclusivity where employees feel valued and appreciated.
- **Employee Well-being:** Prioritize employee well-being through programs that support physical, mental, and emotional health.
- **Work-Life Balance:** Offer flexible work arrangements and support programs that enable employees to balance their work and personal lives.

4. Continuous Learning & Development:

- **Investing in Employee Growth:** Provide ample opportunities for employee growth and development through training programs, workshops, mentorship, and coaching.
- **Developing Leadership Potential:** Identify and nurture high-potential employees with leadership development programs, including mentoring, coaching, and challenging assignments.

5. Innovation & Agility:

- **Embracing Change:** Foster a culture of continuous learning and adaptation to embrace change and navigate uncertainty.
- **Developing Future-Ready Skills:** Equip employees with the skills and knowledge necessary to thrive in a rapidly evolving business environment (e.g., digital literacy, critical thinking, problem-solving).

Leadership Development

1

Assessment

Identify leadership potential and areas for improvement.

2

Training

Develop essential leadership skills, such as communication, delegation, and decision-making.

3

Mentorship

Provide opportunities for leadership coaching and guidance.

**LEADERSHIP
DEVELOPMENT**



**LEADERSHIP
DEVELOPMENT**