


# Chapter 19

## The Role of Talent Management to Accomplish Its Principal Purpose in Human Resource Management

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### ABSTRACT

*Talent management is the constant system that includes attracting and retaining high-quality employees who have developed skills, professional planning, and interest in growth. This management continuously motivates the employees to improve their tasks and performances. The dependent variable measures the bundles of human resource management practices recruitment, performances, staffing, training, and developmental compensation. The independent variables of human resources are talent retention, career management, employee training, and talent attraction, while the dependent variables are employee engagement for growth in management. Talent management defines talent development as the work or efforts that were learned and the employee's improvement to continue the organizational performance. In order to understand the impact more clearly, a survey has been done on 65 employees taken on a random basis. The use of 13 questions was taken into consideration. The responses collected are then put into SPSS software to analyze the results using the proper testing method.*

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## **1. INTRODUCTION**

Human Resources (HR) and Talent Management are crucial components in organizations aiming to maximize their performance and profitability (Akshaya & Naachimuthu, 2022). HR encompasses a range of functions dedicated to managing and developing human capital within an organization, while Talent Management focuses specifically on attracting, retaining, and developing high-potential employees. This professional draft will explore the role of HR and Talent Management in driving organizational success and optimizing profitability (Tambaip et al., 2023). Effective HR practices play a vital role in aligning the workforce with the organization's strategic goals. HR professionals are responsible for workforce planning, ensuring that the right talent is in place to meet current and future needs. Through strategic recruitment and selection processes, HR identifies and attracts candidates who possess the skills, knowledge, and attributes required for success in specific roles (Ramos et al., 2023).

Once talented individuals are brought on board, HR's role extends to employee onboarding, training, and development. By providing comprehensive induction programs and ongoing learning opportunities, HR ensures that employees are equipped with the necessary skills and knowledge to excel in their positions. Effective training and development initiatives not only enhance individual employee performance but also contribute to overall organizational productivity and profitability. Furthermore, HR plays a critical role in fostering employee engagement. Engaged employees are more committed, motivated, and productive, leading to improved organizational performance. HR professionals implement strategies to create a positive work environment, promote open communication, recognize and reward employee achievements, and provide avenues for career growth. By nurturing a culture of engagement and empowerment, HR drives employee satisfaction, retention, and, ultimately, organizational profitability (Naachimuthu et al., 2022).

Talent Management, as a subset of HR, focuses specifically on identifying and nurturing high-potential individuals within the organization. Through effective talent management practices, organizations can capitalize on their most valuable assets - talented employees - to maximize business outcomes. Talent Management encompasses various processes such as talent identification, succession planning, career development, and performance management (Rajest et al., 2023a). By implementing talent management initiatives, organizations can identify individuals with the potential to become future leaders. Through mentorship programs, job rotations, and targeted development plans, HR professionals provide talented employees with the necessary support and opportunities to grow their skills and knowledge. This strategic investment in talent not only enhances individual performance but also cultivates a pipeline of capable leaders who can drive the organization toward sustainable growth and profitability (Vashishtha & Dhawan, 2023).

Moreover, HR and Talent Management go hand in hand in creating a culture of continuous improvement. HR professionals facilitate performance management systems that establish clear performance expectations, provide regular feedback, and link individual goals to organizational objectives (Venkateswaran et al., 2023). By aligning performance management with talent management initiatives, HR professionals ensure that high-potential individuals receive the necessary guidance and recognition for their contributions, thus motivating them to continue excelling in their roles (Nagarajan & Naachimuthu, 2021). Talent Management is the constant system that includes attracting and retaining high-quality employees who have developed skills, professional planning, and interest in growth (Anand et al., 2023). This management continuously motivates the employees to improve their tasks and performances (Padmapriya & Naachimuthu, 2023). The main purpose of this Talent management is to create a good,

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