

# MEASURING SUCCESS IN TALENT MANAGEMENT

## 1. INTRODUCTION

\*Time to fill: Measures the amount of time it takes to fill an open position.

\* Cost Per Hire. Measures the cost of recruiting and hiring a new employee.

\*Employee turnover rate.

\*Employee engagement.

\*Diversity and inclusion metrics.

### 1.1 OVERVIEW

\*To measure success effectively, it's crucial to identify and track relevant key performance indicators for each aspect of talent management.

\*KPIs could include metrics such as employee turnover rates, time to fill positions, training completion rates, and employee satisfaction scores.

### 1.2 PURPOSE

\*The purpose of talent management is to identify, recruit and hold on to people who drive the success of your organisation.

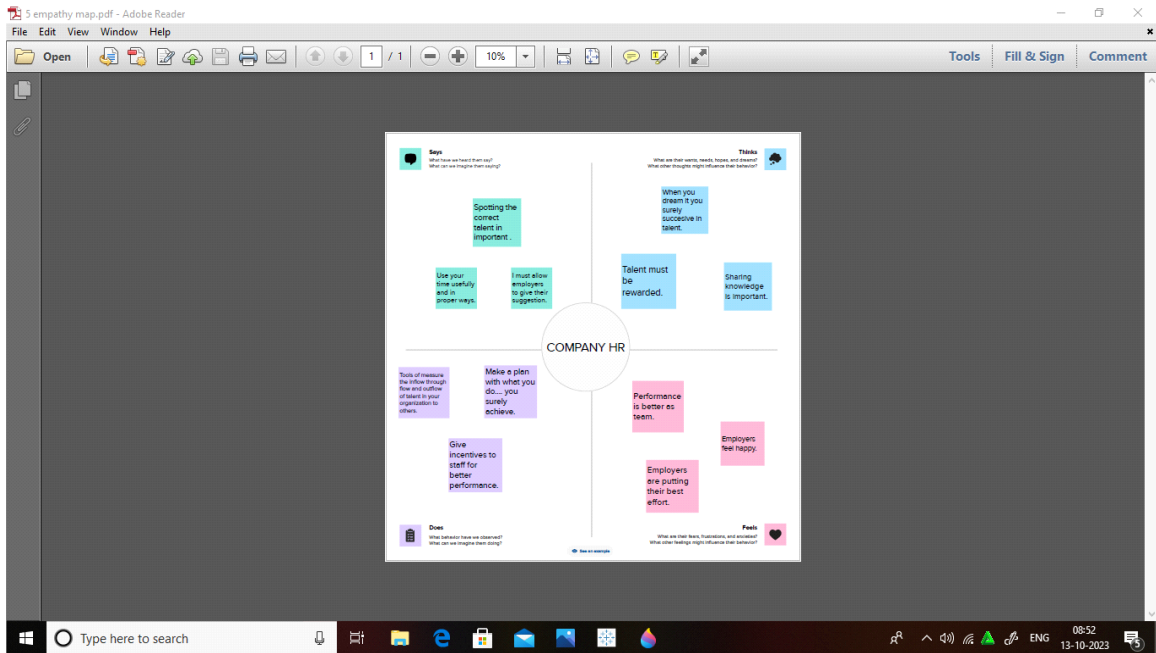
\*It's a top priority, strategic process for forward looking people companies who understand that their company performance depends on their workforce.

## 2. PROBLEM DEFINING & DESIGN THINKING

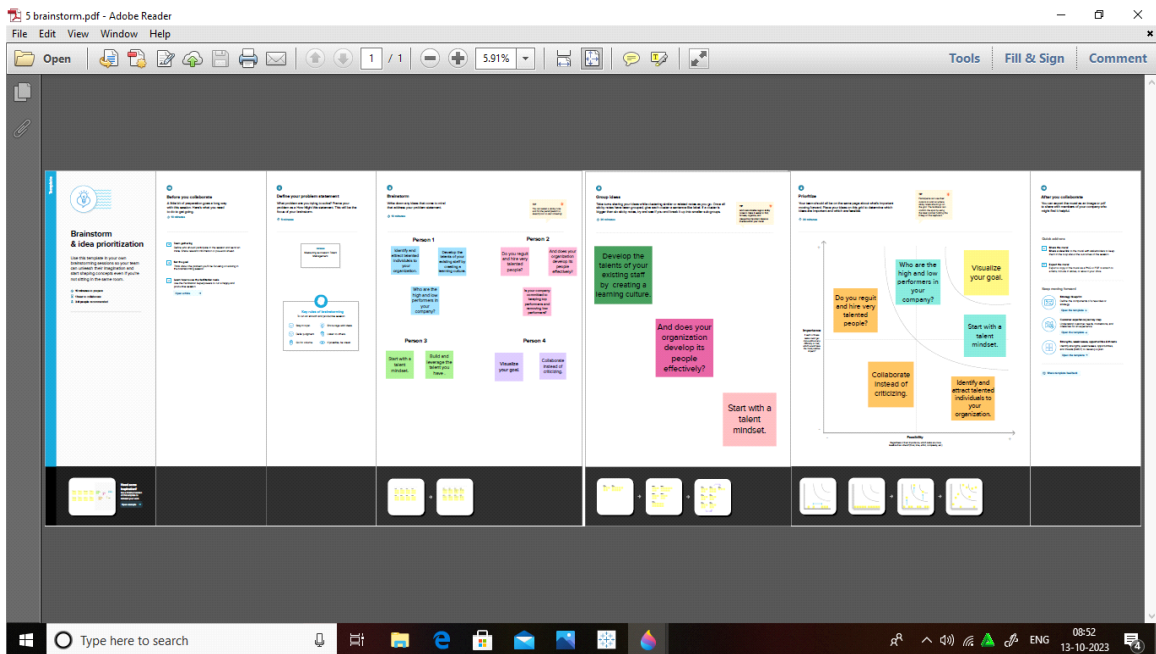
Design is a process. The iterative loop (traditionally covering problem definition, gaining empathy, concept generation and validation) helps to accelerate learning and process.

\*If you are uncertain about this, simply start formulating questions regarding your \*It was the morning of day to of the annual graduate onboarding ? subject like What are? Who? which?

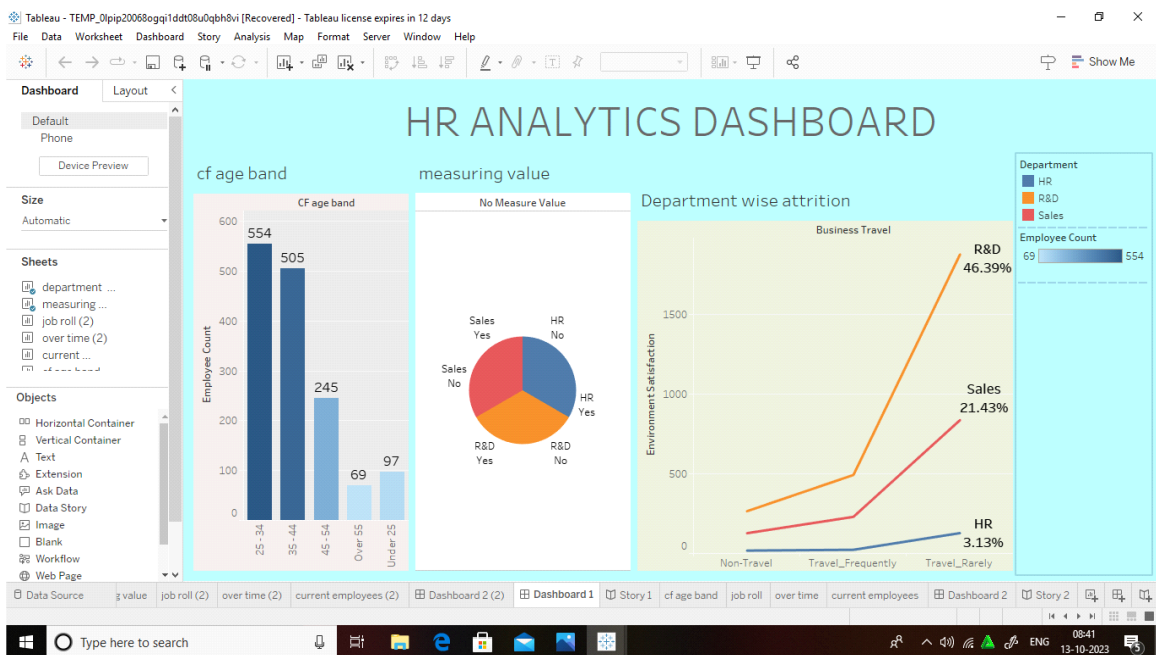
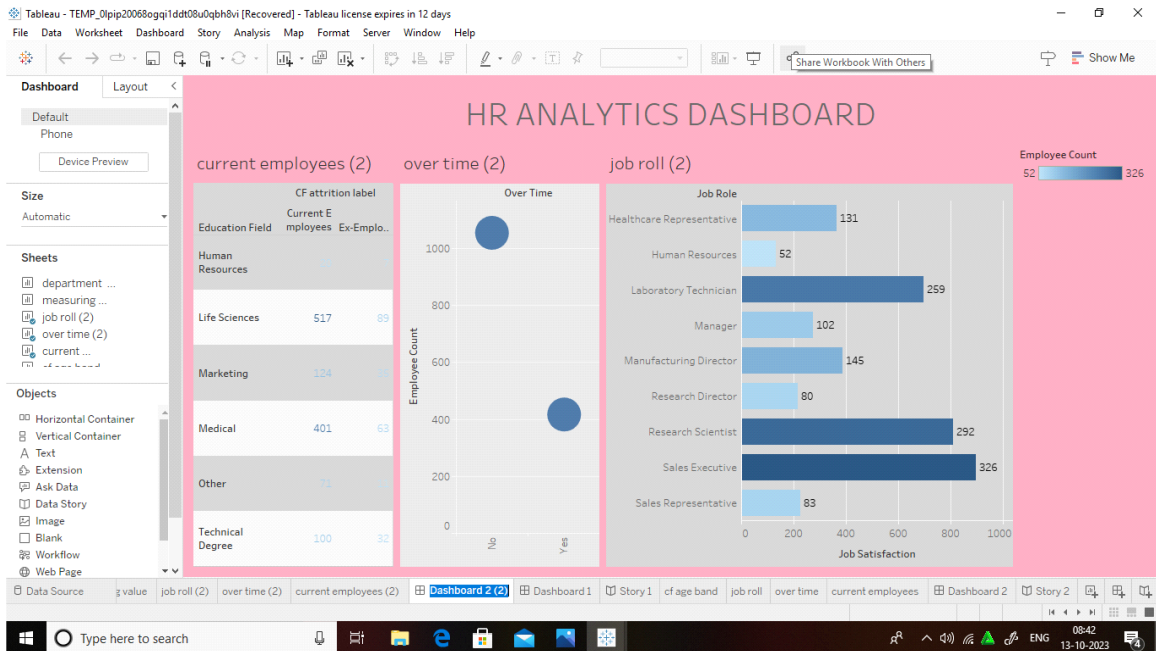
### 2.1 EMPATHY MAP

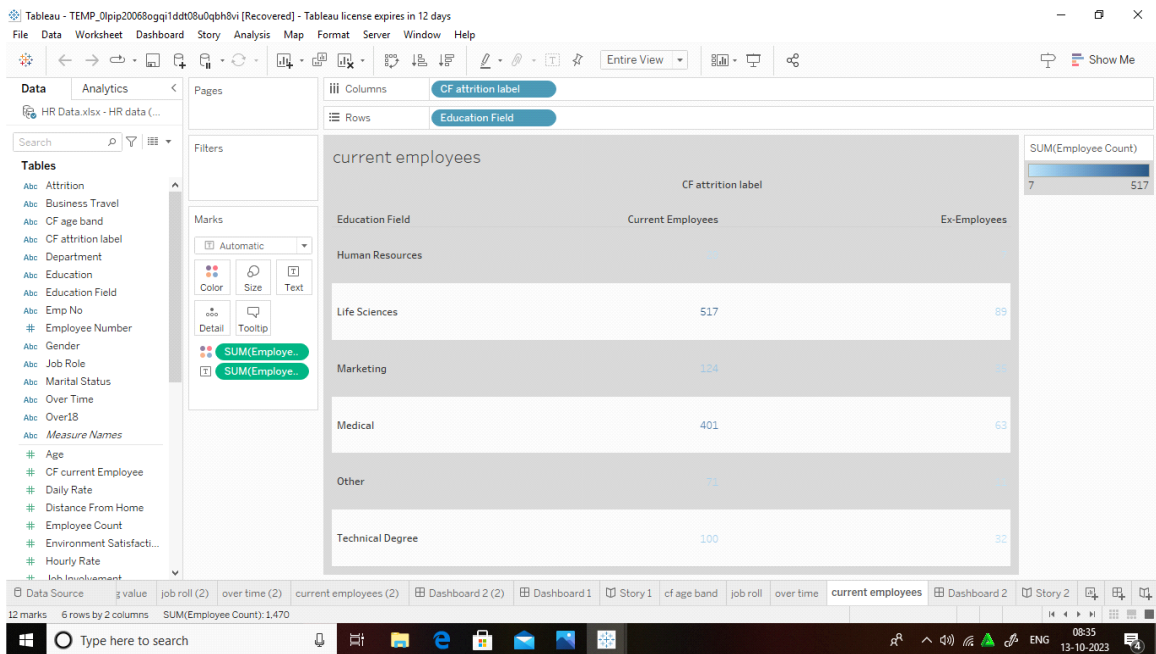
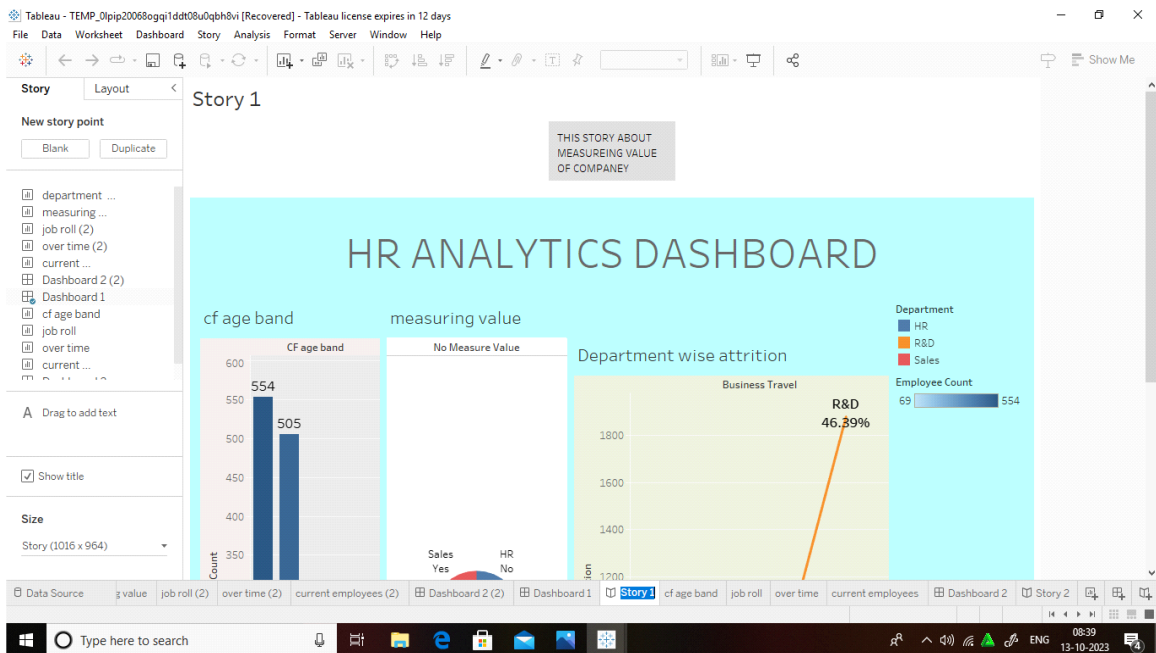


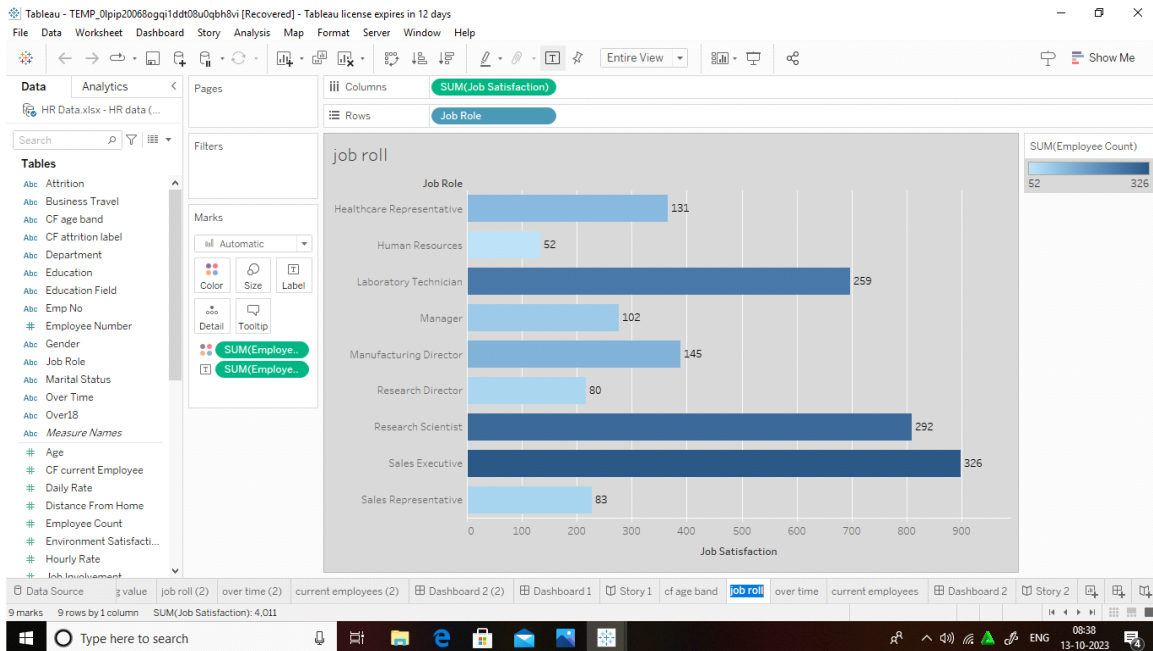
## 2.2 BRAINSTROMING



## 3.RESULTS







## 4. ADVANTAGES AND DISADVANTAGES

### 4.1 ADVANTAGES

\* Having a talent management process can help you recruit those really talented candidates that everyone seeks.

\* A TMS makes it easier for talent acquisition and to hire people by automating tasks like posting jobs, tracking applicants, and managing offers.

### 4.2 DISADVANTAGES

\* The implementation of a talent management program could be expensive in terms of time, resources, and financial costs.

\* Lack of support from line managers can impede the level of commitment from employees.

Talent is a gift from God. Use it to enjoy, accomplish, and profit. The disadvantage is using it for your glory.

## 5. APPLICATION

### 5.1 ILLUMINATING INSIGHTS FROM TALENT MANAGEMENT

1. Visualize your goal

2. Start with a talent mineset

3. Build and leverage the talent you have

4. Collaborate instead of criticizing

5. Develop the talents of your existing staff by creating a learning culture

8. Identify and attract talented individuals to your organization

9. And does your organization develop its people effectively?

10. Is your company committed to keeping top performers and removing low performers

## 6. CONCLUSION

\*Measuring this success isn't confined to numbers alone, it's a multifaceted endeavor that marries data objectives.

\*At the end can save that talent management process has provided new ways to human resource department to handle problems faced in hiring talent.

## 7. FUTURE SCOPE

\*Talent management reinforce to the entry scope of the human resource process.

\*This includes attract, developing, motivating, and the retention of high performing employees.

\*Simply put, talent management is a process with the set goal of maintaining a high performing work force through the management of employees.

