MEASURING SUCCESS IN TALENT MANAGEMENT

1.INTRODUCTION

1.1 OVERVIEW

- Measuring success in talent management.

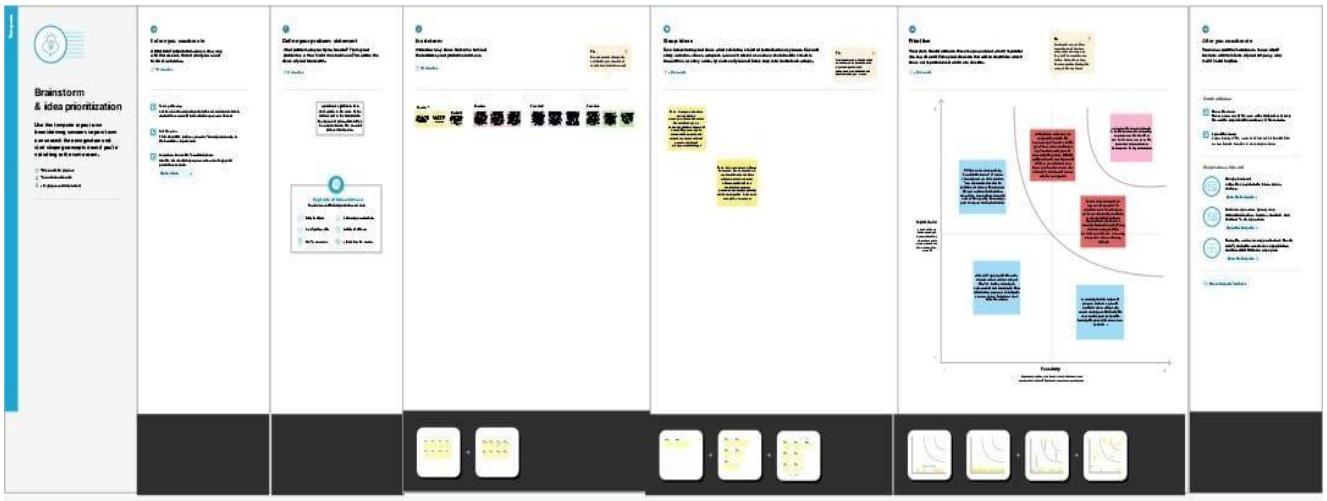
1.2 Purpose

- The purpose of measuring success in talent management is to optimize an organization's workforce, ensuring it aligns with strategic goals and maximizes employee engagement, performance, and retention.

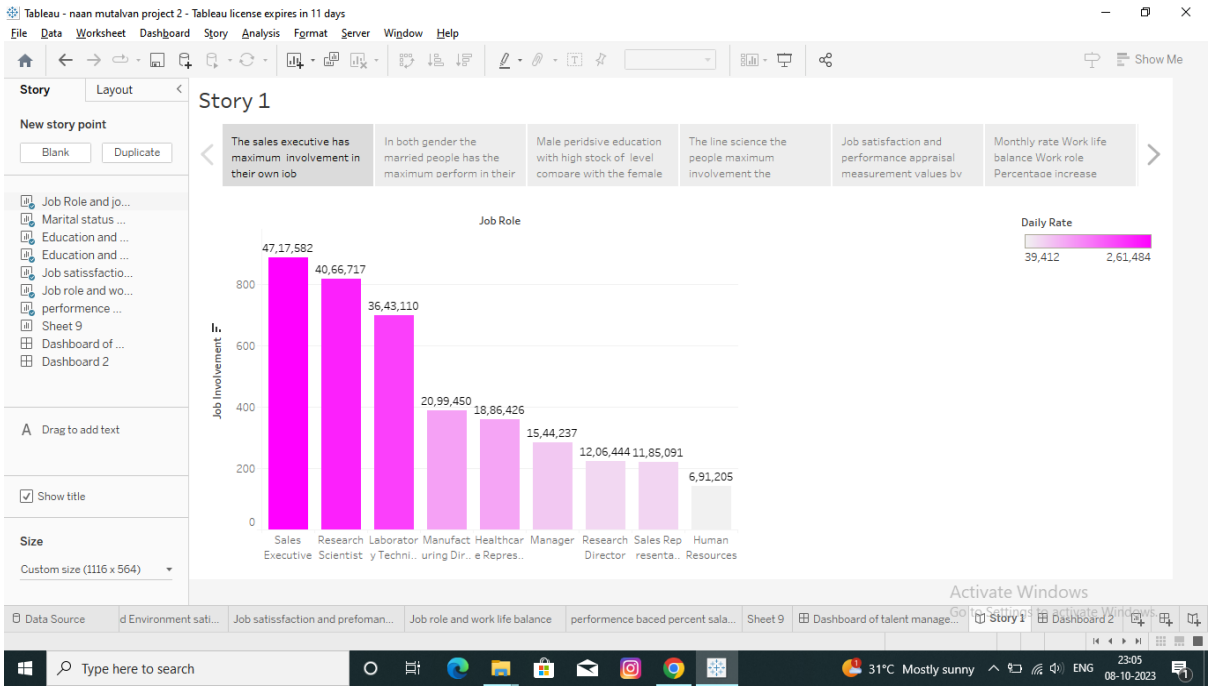
2.Problem Definition & Design Thinking

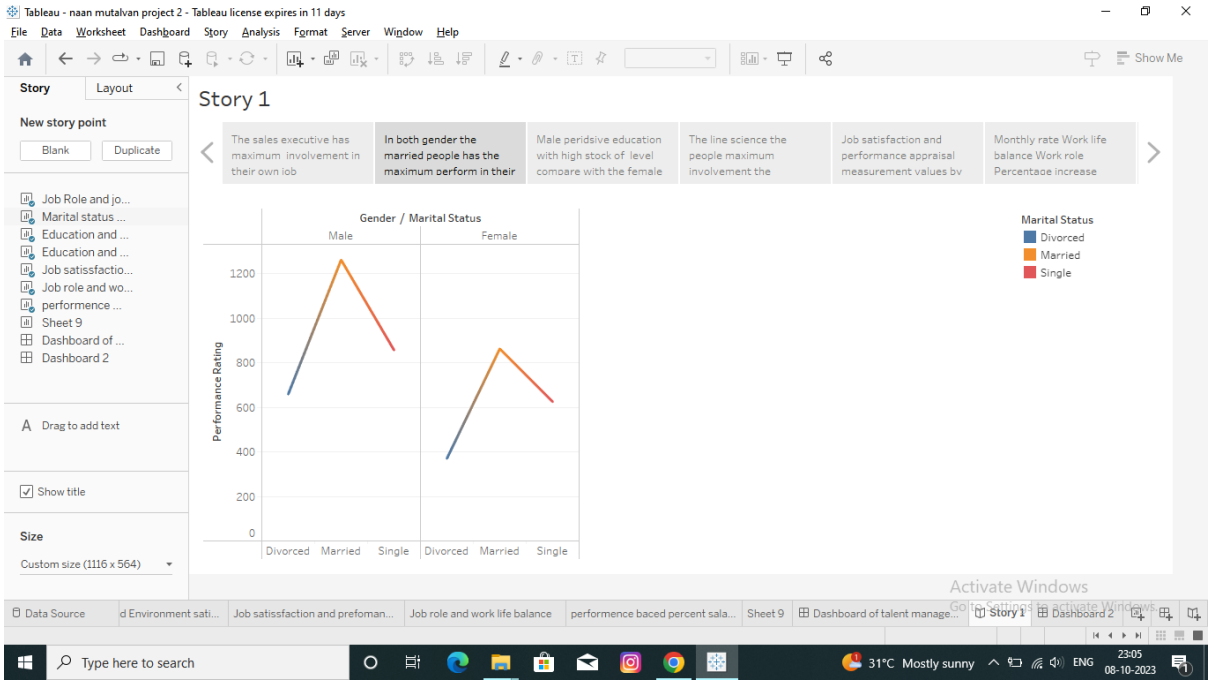
2.1 Empathy Map

2.2 Ideation & Brainstorming Map



3.RESULT

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File Data Worksheet Dashboard Story Analysis Format Server Window Help
Show Me
Story
Layout
New story point
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Duplicate
Job Role and jo...
Marital status ...
Education and ...
Education and ...
Job satissfactio...
Job role and wo...
performence ...
Sheet 9
Dashboard of ...
Dashboard 2
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Show title
Size
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Story 1
The sales executive has maximum involvement in their own job
In both gender the married people has the maximum perform in their
Male peridsive education with high stock of level compare with the female
The line science the people maximum involvement the
Job satisfaction and performance appraisal measurement values by
Monthly rate Work life balance Work role Percentage increase
Gender / Marital Status
Male
Female
Performance Rating
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Sheet 9
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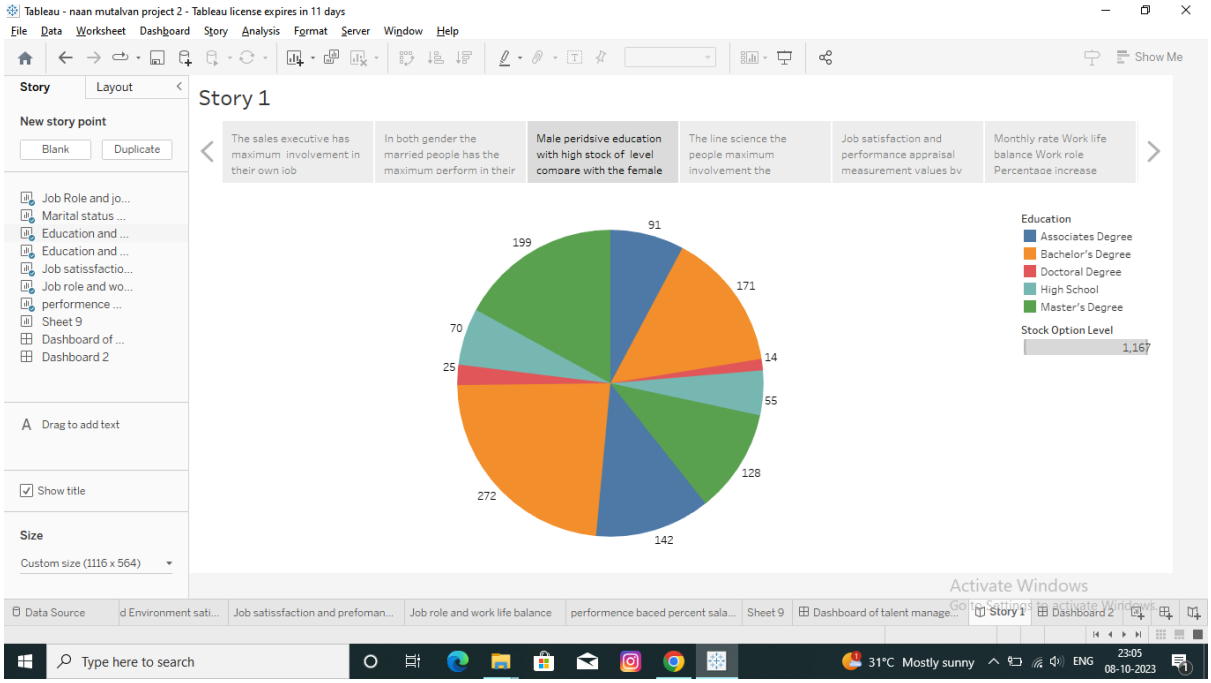
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142
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25
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Bachelor's Degree
Doctoral Degree
High School
Master's Degree
Stock Option Level
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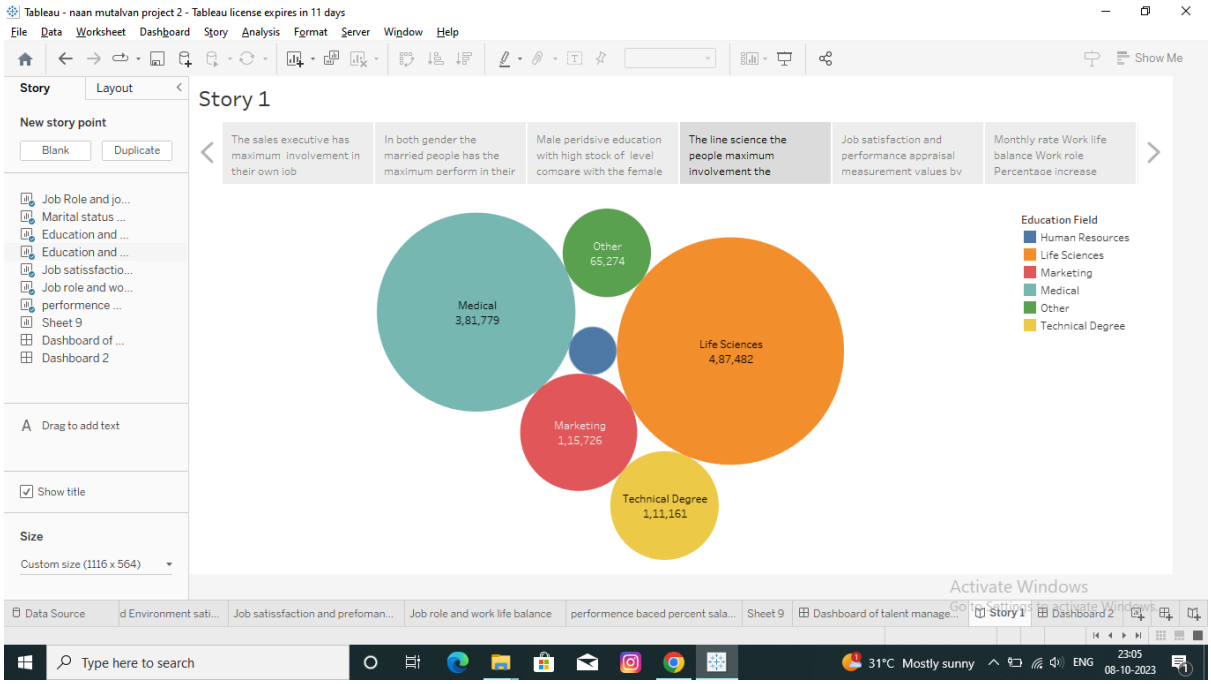
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Life Sciences 4,87,482
Marketing 1,15,726
Technical Degree 1,11,161
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Other
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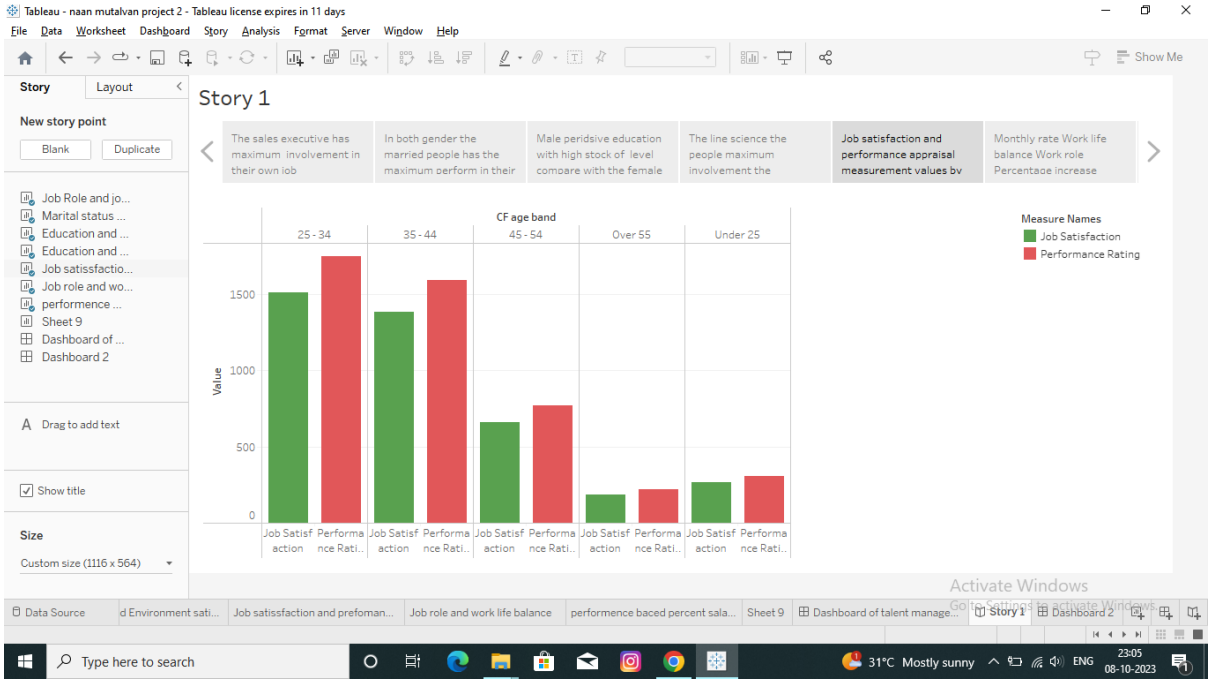
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45 - 54
Over 55
Under 25
Value
1500
1000
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0
Job Satisfaction
Performance Rating
Measure Names
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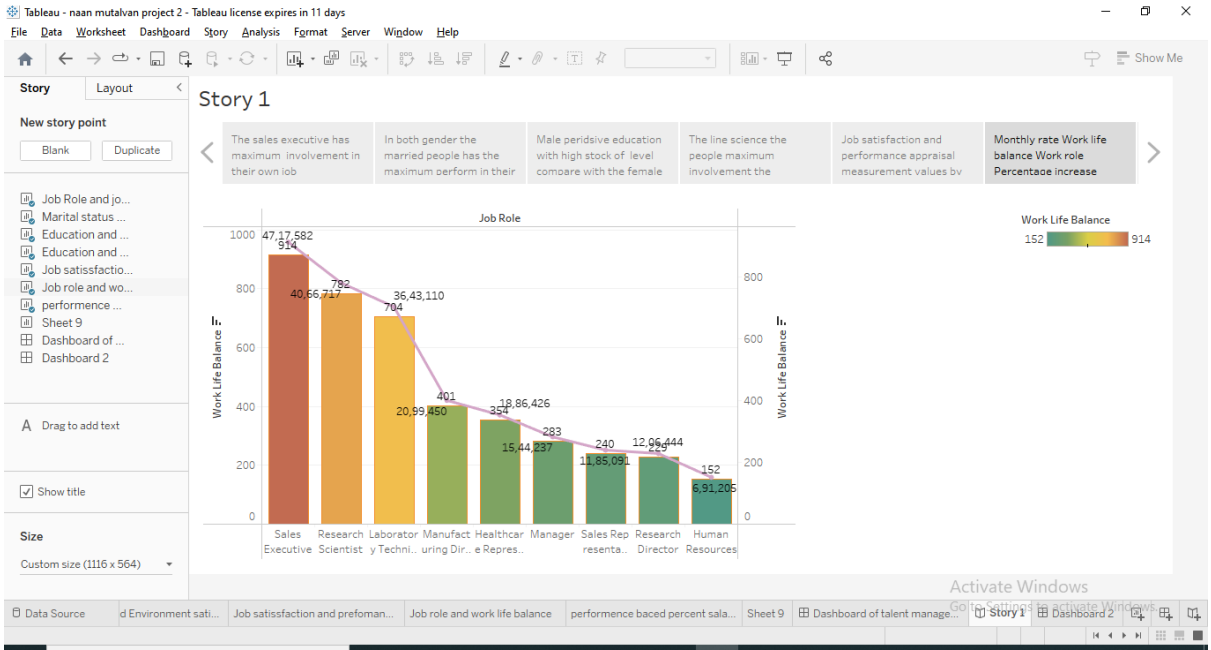

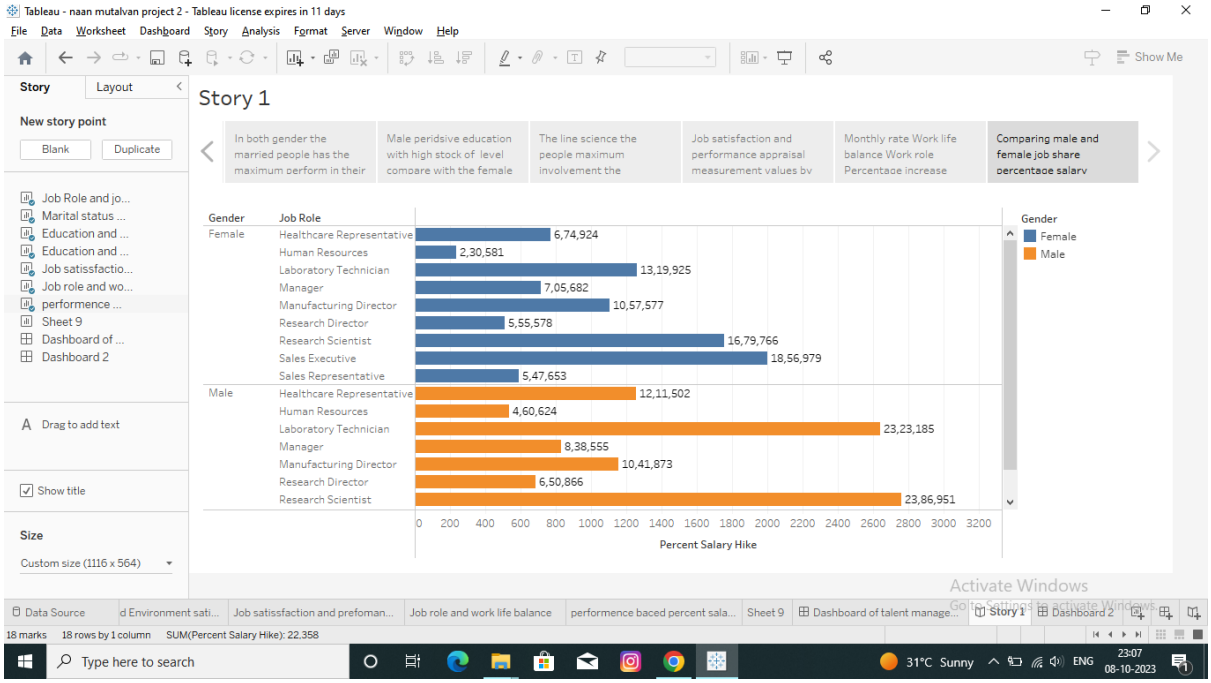

4.ADVANTAGES & DISADVANTAGES

ADVANTAGES

- Help in ascertaining the right person is deployed in the right position.
- Contributes in retaining their top talent

- Better hiring by hiring assessments.
- Helps in understanding employees better and shaping their future.
- Promotes effective communication across different disciplines.

DISADVANTAGES

- The implementation of talent management program could be expensive in terms of time, resources and financial
- Lack of support from line mangers can impede the level of commitment from employees

5.APPLICATIONS

- To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) 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.

6.CONCLUSION

- In conclusion, Talent Management Metrics are essential in that they provide organizations with the ability to measure their performance in critical areas such as recruitment, training and development, performance management, employee engagement, retention and diversity and inclusion, thus making data-driven decisions .

7.FUTURE SCOPE

- The future scope of measuring success in talent management lies in leveraging advanced data analytics and AI-driven insights

to optimize workforce performance and adapt to evolving workforce dynamics.