



Says

What have we heard them say?
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?



Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?



Does

What behavior have we observed?
What can we imagine them doing?



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The study aims to develop a construct to measure talent management in an organization

Anticipating and preparing for future leadership needs is critical

Succession planning identifies and develops employees with leadership potential, ensuring a smooth transition when key roles become vacant

Adopting more sophisticated talent management system

Viewing talent management as a competitive advantage

Turning raw data into actionable knowledge

Helps reduce turnover rates

Increases revenue per employee

Improve overall performance of the organization

This research focuses on the entire process of the TM cycle and develops an integral construct of TM

This study will provide an in c depth under standing researchers for the effective conduct of empirical

Provides organizational with a way to measure their performance in critical areas.