



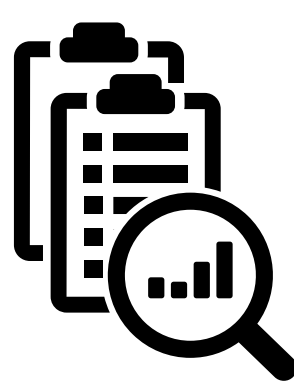
Says

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?



1

Talent management metrics are qualifiable measures used to assess the effectiveness of a buisness's talent management efforts

2

They allow you to measure the success and impact of your recruitment process and talent management stratergy

3

Talent management might be a management like a constant process to improve, stimulate and encourage the talent of the employees in an organisation

4

They might be about training , improving and maximizing the employee's performance

1

Creating the future leaders,compete effectively in a complex and dynamic environment to acheive sustainable growth.

2

Reducing the hiring cost,employees empoerment,decreasing organisation's turnover rate.

3

Innovative and powerful decision making,thinking out of box,leadership quality.

4

To identify,recruit and hold on to people who drive the success of your organisation.

MEASURING
SUCCESS IN
TALENT
MANAGEMENT

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1

Retension Rate:Employee retention is organisation's ability to keep the employees the organisation wants in its businesss .Its helpful to calculate the retention rate.

2

High Potential Talent:A study by rutgers university found that developing high potential employee can lower turnover by 7 percent and they can boost their team's performance by15 percent.

1

Training cost:This relates to how much money human resource and company leaders spend on training They can be broken down into individual teams,departments or locations.

2

We should be measuring the cost of both internal and external training speed but the internal training is less expensive than external

3

Hiring Cost:Hiring cost is one of the oldest HR metrics in the book .It measures how cost-effective your hiring process is and boils down to a simple cost-benefit ratio.

4

Performance Metrics:performance is the golden goose of employee metrics and there are many ways to measyre it like..new-hire failure rate

3

With 9percent of employees saying they would stay longer if an organisation invested in their career.Its vital,long-term investment.

4

The organisation yeild ratio measures the effeciency of your hiring proecess.It tells you the percentage of candidate who succeed in passing from one recruitment stage to another



Does

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



Feels

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

See an example