

MEASUREMENT SUCCESS IN TALENT MANAGEMENT:

1. INTRODUCTION:

1.1 Overview

Project Description:

* Talent management is an integral part of human resource management . Talent management can be defined as a deliberate approach implemented to recruit or hire, develop and retain people with required aptitude or skills to meet the present and future goals or needs of the organization.

* Talent management has become almost an inevitable management process in modern days. Due to though

competition in every sphere of business world today, organization to recruit , develop, retain the most talented and qualitative employees available in the job market.

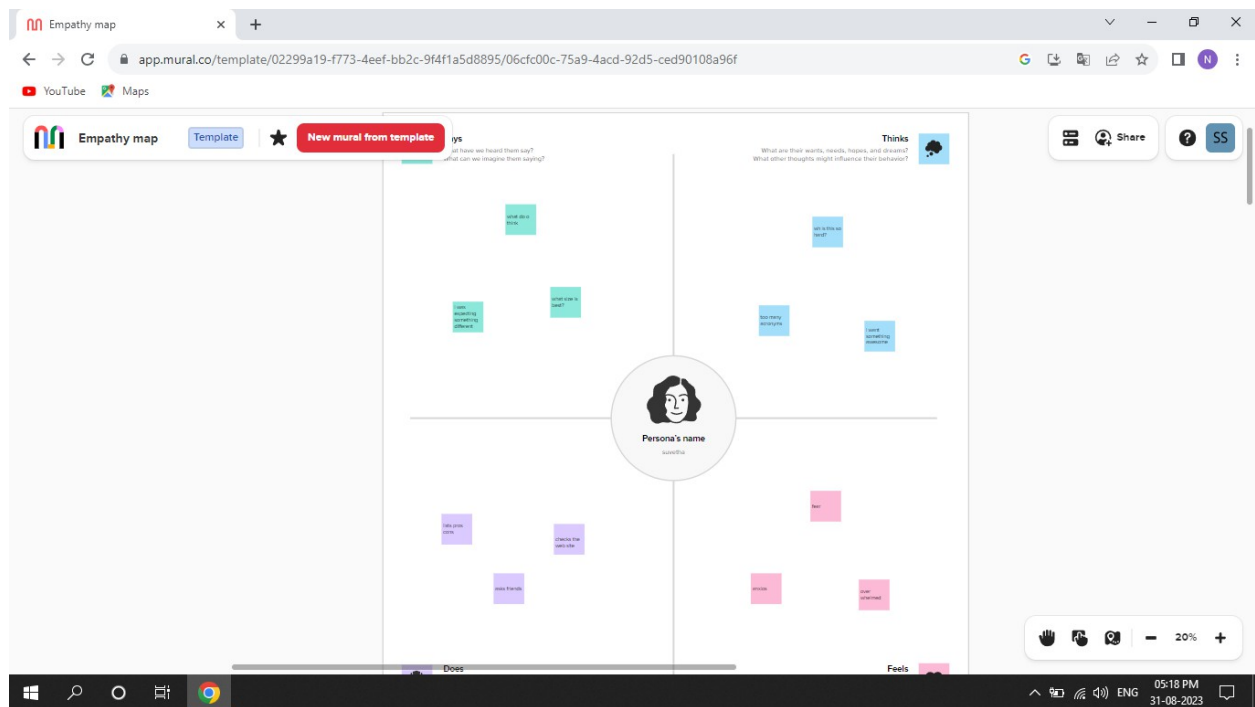
1.2. Purpose

(The use of the project):

- It helps the organization fulfil its vision with the help of efficient and promising talented people
- Talent management also assist the organization to built a talent pool comprising a list of talented people to meet future exigencies.

2.problem Definition& Design Thinking

2.1 Empathy Map





3.1.5. Finalizing the \mathcal{H}^1 -fulfillment condition


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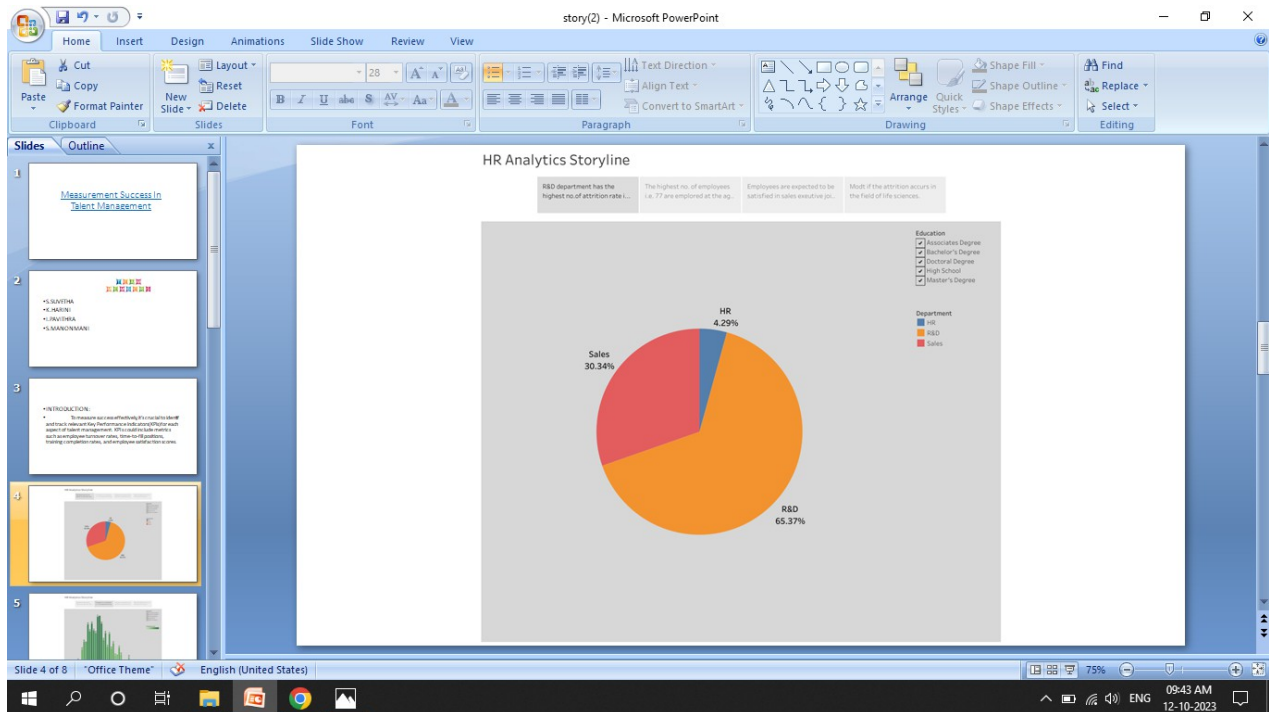
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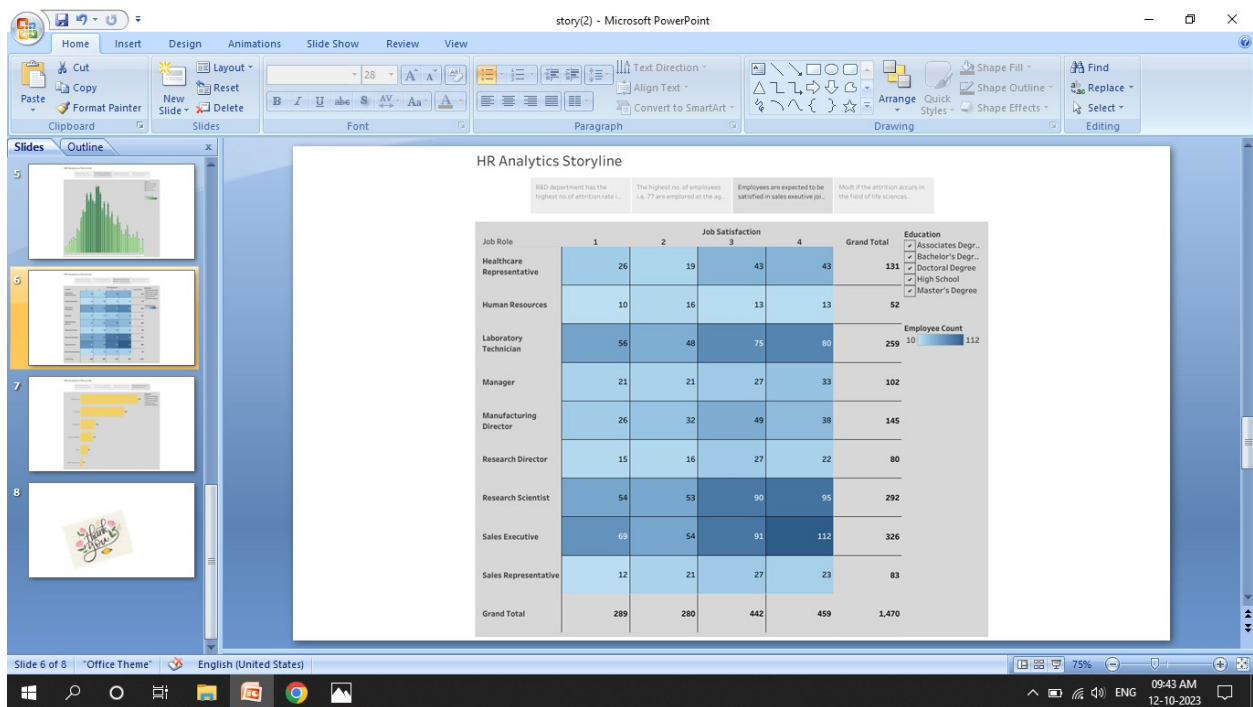
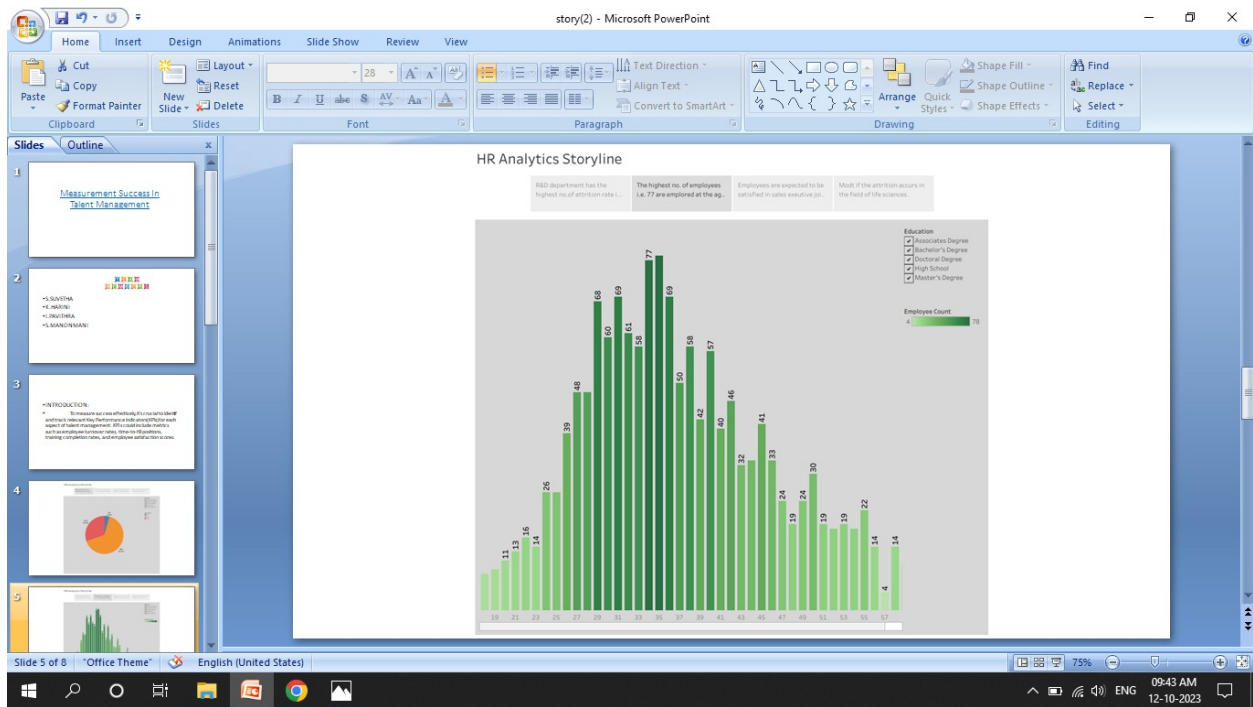
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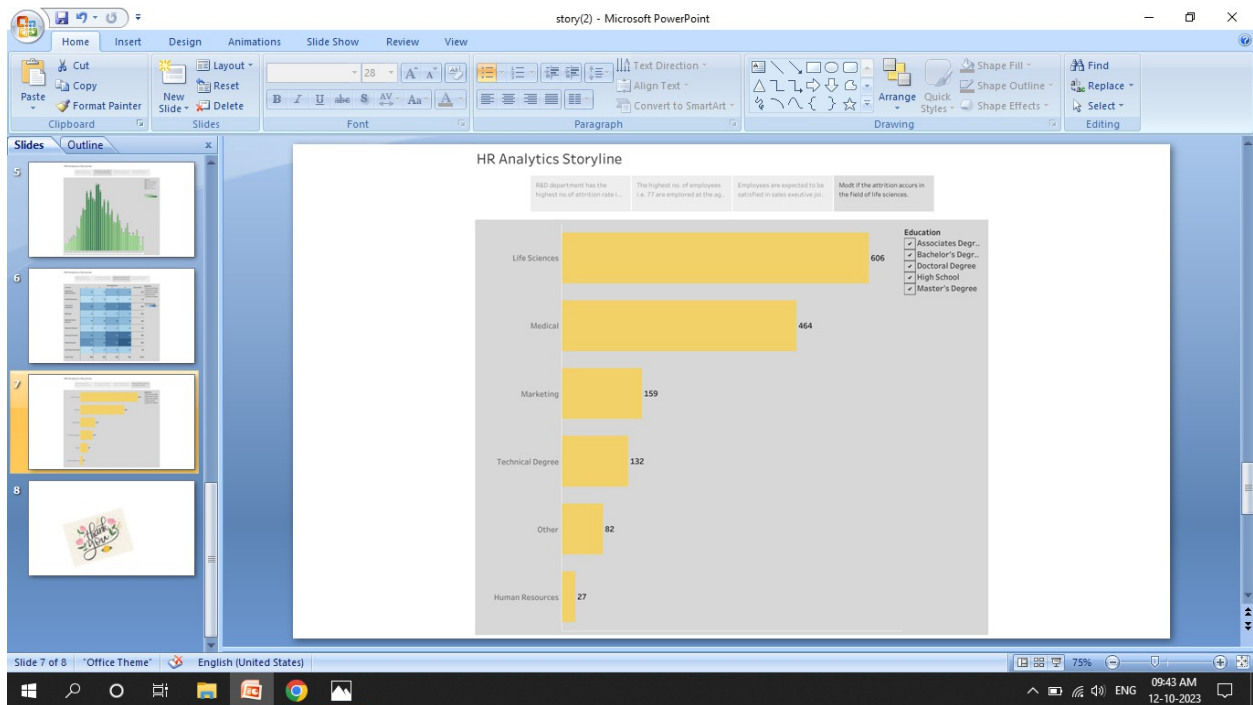
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4. ADVANTAGES AND DISADVANTAGES

4.1 Advantages

* Help in ascertaining the right person is deployed in the right position.

* Contributes in retaining their top talent.

- Better hiring by hiring assessments
- Help 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 costs.

- Lack of support from line managers can impede the level of commitments from employees.
- A core drawback of talent management is, it can contribute in raising the conflicts HR and management b not reaching to proper agreement or consensus.

5. APPLICATION

- * 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 Turn over Rate...
- * Employee Engagement.....

6. conclusion:

In the ever-evolving landscape of business, the success of a talent management strategy hinges on its ability to adopt, align, and deliver tangible results.

Measuring this success isn't confined to numbers alone; isn't a multifaceted endeavour that marries data with object use.

7.Future scope:

*There are three crucial tipping points that will shape the future of talent management. These include

(1)a responsive and reactive approach to talent management,

(2)little consideration of how careers are changing, and;(3)it cannot be the catch-all practice of the past.

8.Appendix:

Story board:

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https://public.tableau.com/views/stor/Story2?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link

Google Drive video link:

<https://drive.google.com/file/d/1PLt0TjBFgBNpt7l7-gJPKRHpvO-OdjwT/view?usp=drivesdk>

