MEASURING SUCCESS IN TALENT MANAGEMENT

Project based learning program



BHARATHI WOMEN'S ARTS AND SCIENCE COLLEGE

DEPARTMENT OF PHYSICS SEMESTER V

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INTRODUCTION

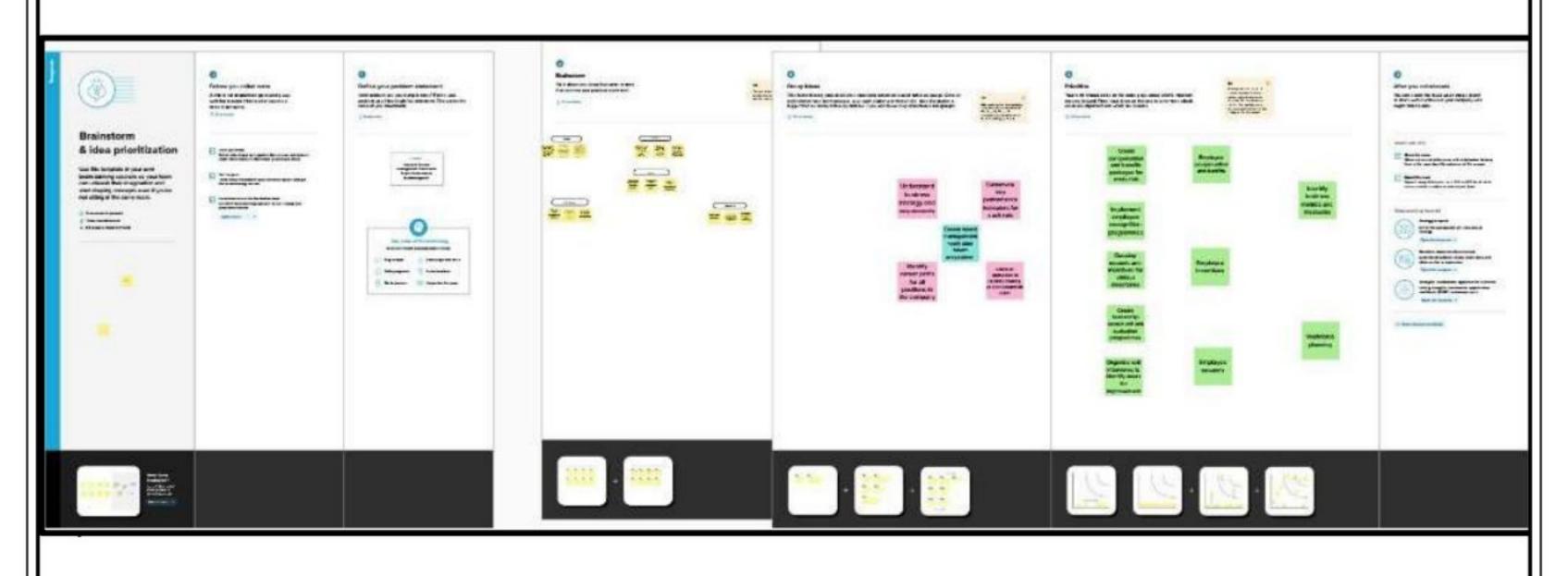
Talent management is an integral part of human resource management. Talent management can be defined as a deliberate approach implemented to recruit or hire, develop and retain people with required aptitude or skills to meet the present and future goals or needs of the organization

Talent means aptitude, skill, or the ability to perform a particular work or job. According to the lexicon of management, talent refers to identification, inculcation, utilization, and retention of a set of skills or abilities of the employees in the interest of the organization.

PROBLEM UNDERSTANING

We used empathy and brainstorming map to achieve the overall business goals in talent management framework

BRAINSTROM MAP



EMPATHY MAP



Says

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

When implemented strategically, this process can help improve the overall performance of the business and ensure that it remains competitive.

Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term. talent management's aim is to build and retain talent after hiring, talent acquisition is mainly focused on attracting and recruiting individuals to join your company.

The six-step process for talent management within an organization includes planning, attracting, selecting, developing, retaining and transitioning. Talent management generally refers to the process of hiring ,socializing ,developing, retaining employees ,while at the same time attracting highly skilled individuals from the labour market Thinks

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



The impact of globalization on talent management practices is specifically covered in several recent books

We can also measure indicators of engagement and satisfaction, such as retention rate, turnover rate, absentism rate, or employee referrals.

we can use surveys interviews to assess how your employers feel about their work ,their managers ,their collegues, and your organisation

A talent marketplace is an employee training and who development strategy that is set in place within an organization. It is for beneficity who development product can pick projects that a

It is found to be most beneficial for companies where the most productive employees can pick and choose the projects and assignments that are ideal for the specific employee.

Most talent strategies begin with defining the skillsets that will be required to achieve the business's objectives.

A structured onboarding program that introduces employees to the workplace culture and helps them feel connected to and comfortable with their team and organization is essential to retention. Acquiring talent consists of representing the employer brand effectively, determining where the right candidates can be reached, prescreening applicants and interviewing promising prospects.

While it was once considered the employee's responsibility to seek learning opportunities, many workers today expect their employers to provide the tools, guidance, and support they need to further their careers.

Reviews and check-ins with team leaders help employees build upon their strengths, thereby increasing engagement and reducing turnover and making it possible for employers to meet key business objective



DUES

What behavior have we observed? What can we imagine them doing? Measuring success in talent mangent

Businesses become employers of choice and attract talent organically by making their brand a central component of their talent strategy.

Unexpected departures cause gaps in coverage, but with a talent pipeline, it's possible to fill open positions quickly and keep operations running smoothy

Continuous strengths-based coaching helps employees develop skills and reach their full potential, thereby increasing efficiency.

Retaining valued team members and keeping them engaged is usually more cost effective than sourcing and training new hires. Talented teams are more likely to develop new methods of problem solving and make the most of advancements in technology.

Feels

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

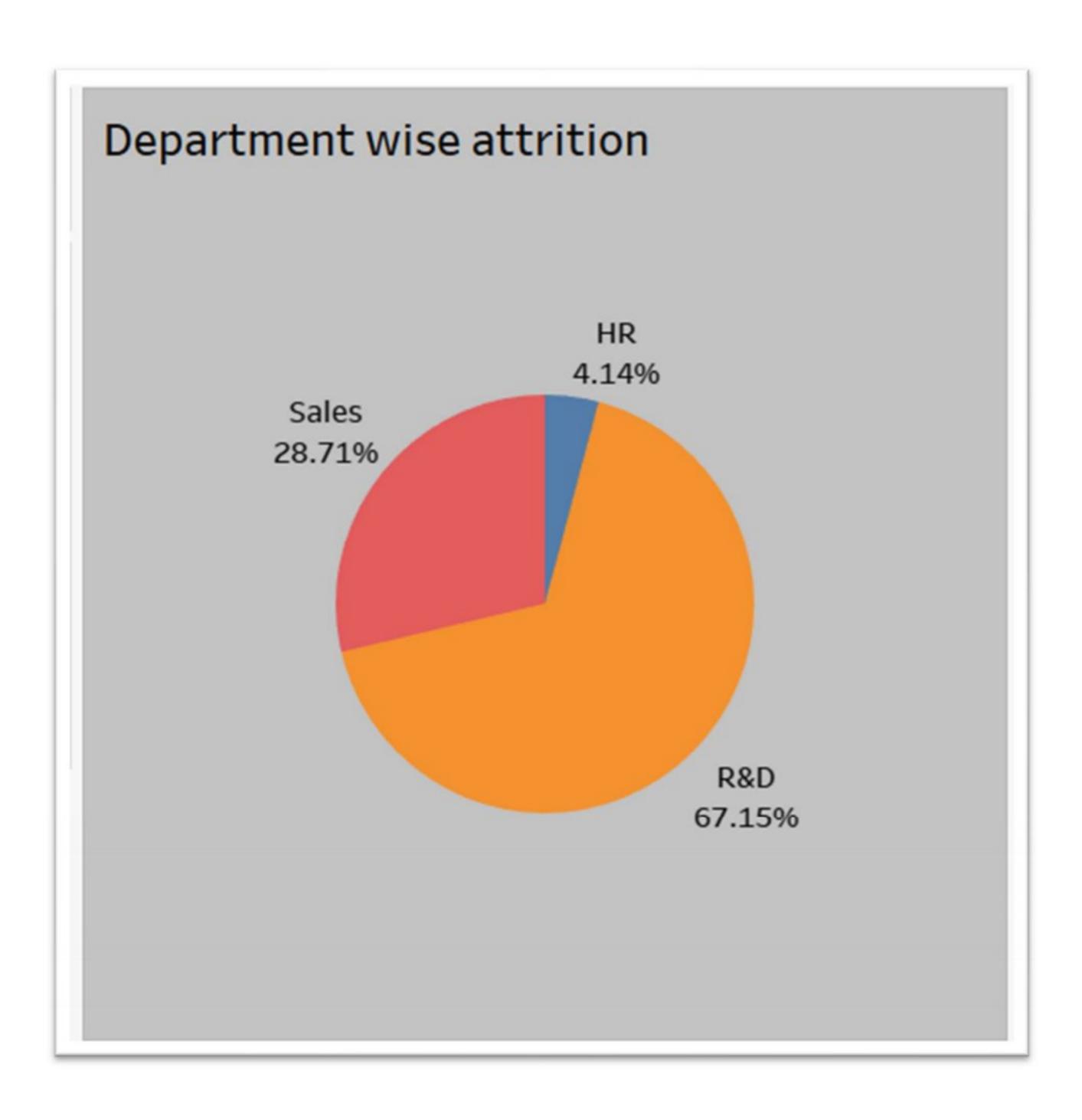


See an example

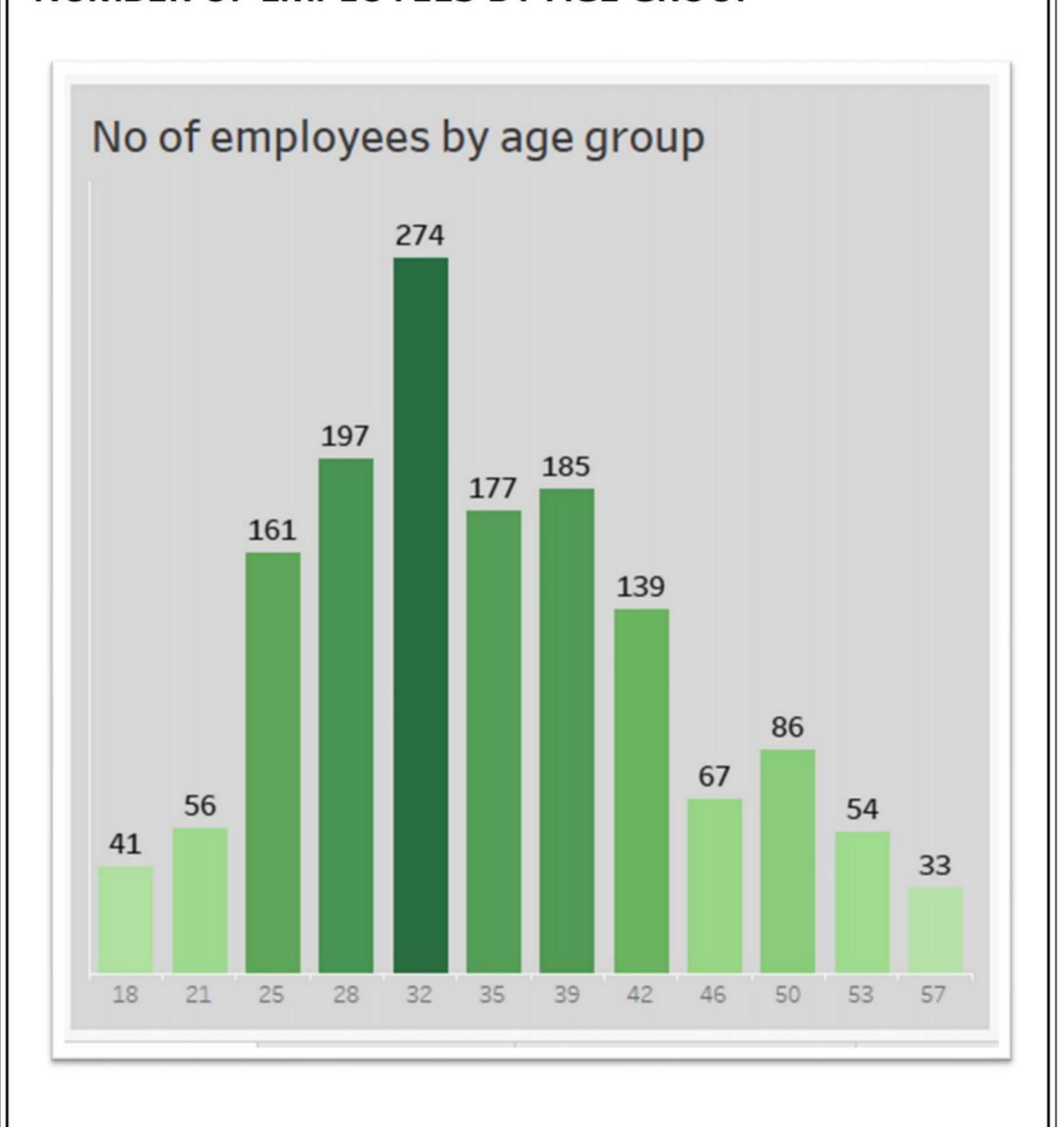
DATA VISUALIZATION

We used 4 different methods to visualise the talent management framework data

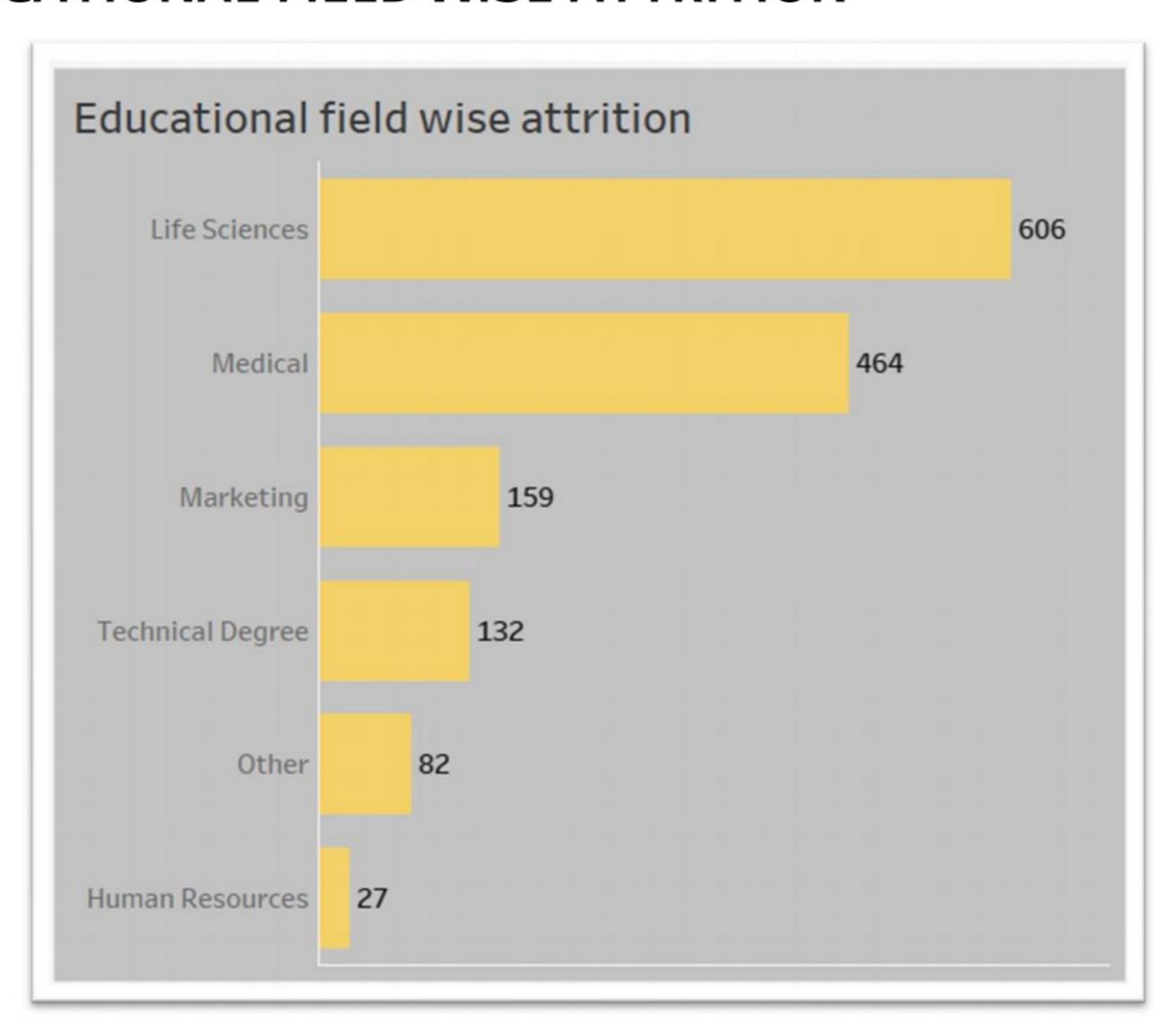
DEPARTMENT WISE ATTRITION



NUMBER OF EMPLOYEES BY AGE GROUP



EDUCATIONAL FIELD WISE ATTRITION

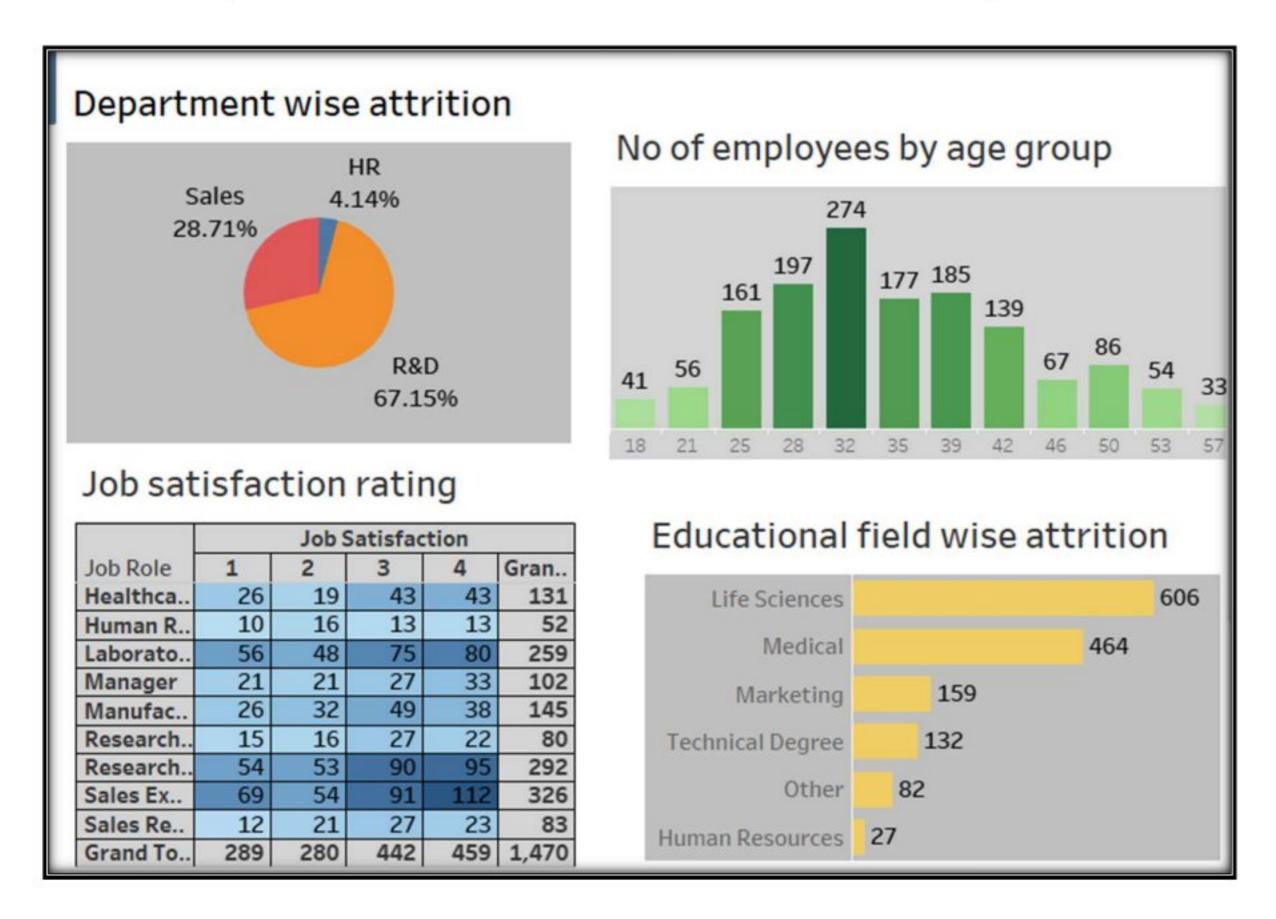


JOB SATISFACTION RATING

	Job Satisfaction				
Job Role	1	2	3	4	Grand Total
Healthcare Representative	26	19	43	43	13:
Human Resources	10	16	13	13	5
Laboratory Technician	56	48	75	80	25
Manager	21	21	27	33	10
Manufacturing Director	26	32	49	38	14
Research Director	15	16	27	22	8
Research Scientist	54	53	90	95	29
Sales Executive	69	54	91	112	32
Sales Representative	12	21	27	23	8
Grand Total	289	280	442	459	1,47

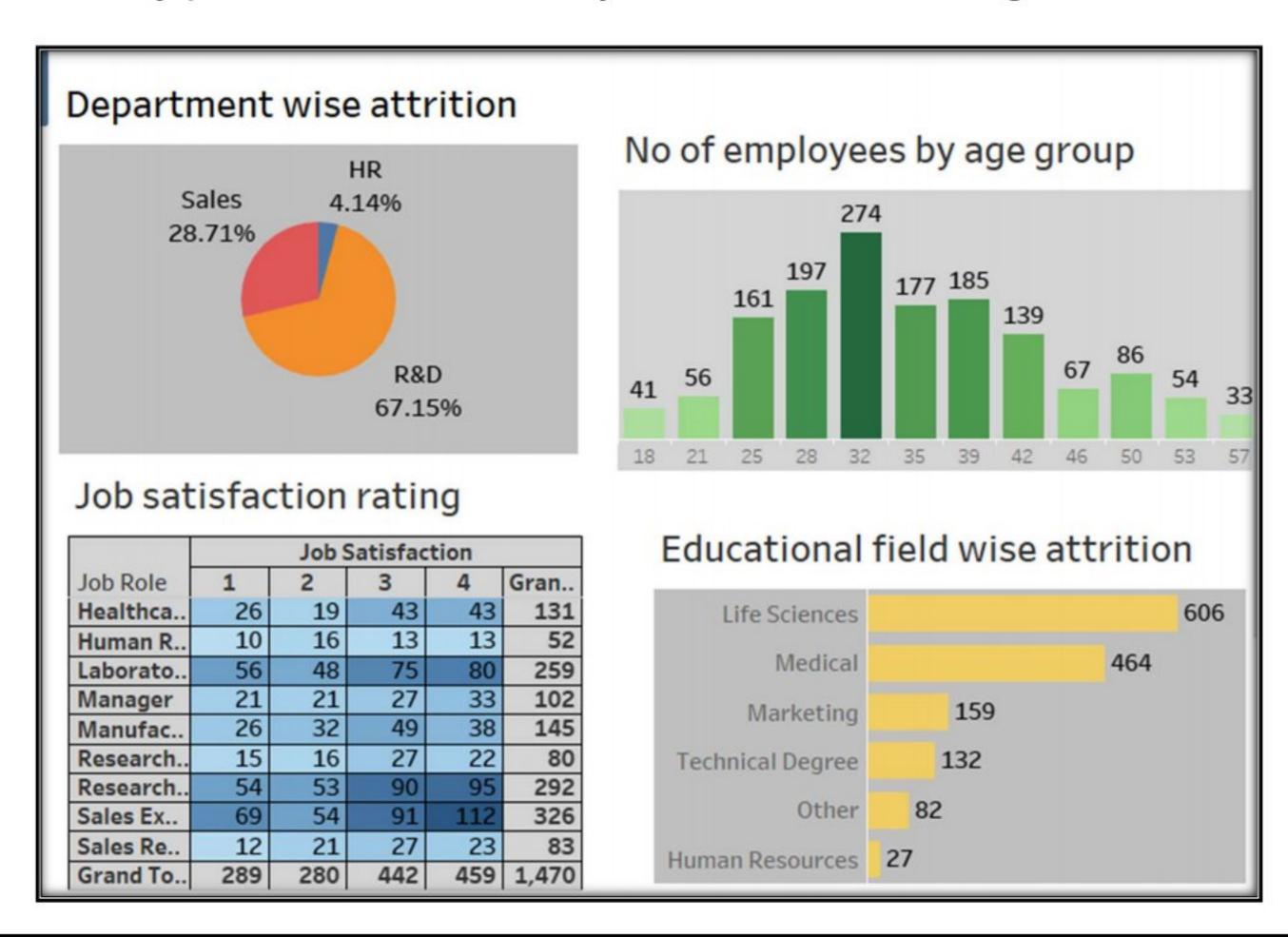
DASHBOARD

A dashboard provided an overview of the talent management framework



STORY

The story provided the main analysis of the talent management



CONCLUSION

In the ever-evolving landscape of business, the success of a talent management strategy hinges on its ability to adapt, align, and deliver tangible results. Measuring this success isn't confined to numbers alone; it's a multifaceted endeavor that marries data with objectives. By setting clear goals, aligning talent initiatives with broader organizational strategies, and selecting meaningful metrics, organizations gain the tools to quantify the impact of their efforts.

The journey of measuring talent management success isn't a destination but a continuous quest for improvement. Harnessing the power of data collection, analysis, and interpretation empowers leaders to make informed decisions, refine strategies iteratively, and create a workforce that thrives in an environment of growth and engagement. By putting data at the heart of decision-making and embracing a culture of continuous improvement, organizations can elevate their talent management strategies from mere concepts to thriving engines that drive sustained success, innovation, and competitive advantage in today's dynamic business landscape.

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-THANK YOU-