

HR Approaches to Talent Management

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Abstract: *A talent in an organization refers to the traits inherent in current employees and their valuable knowledge, skills and competencies. The talent management or succession is an ongoing process of analyzing, developing and effectively utilizing talent in an organization to the strategic business required needs of that environment. Talent Management for HR community is a priority of HR strategy for HR community and not only does the HR strategy support the HR community as its own professional group, but also it recognizes and will support the role of human resource professionals have to help their clients to become known committed and accountable public Information provider. By implementing the talent management as a process that is transparent and equitable it is expected to create an environment for people to develop their skills in preparation for a range of future possibilities there by preparing the work place changing role. The actual goal of this is to sketch the business needs of HR community with potential and career development needs of staff in order to develop a comprehensive "Talent Management Plan".*

Keywords: Leadership, Management Development, Succession Planning.

1. INTRODUCTION

Management secures future leadership capability, which is critical for driving organizational performance that wins in the changing world of work. It is an active and vital ongoing business process, which embraces the dynamic market imperatives and integrates the identification, assessment and development of talent with long-range strategic planning. When executed effectively, succession management is a core business process, built into the fabric of the organization. It is integral to an organization's culture and is systemically linked to the foundational underpinnings of performance. It is not enough to focus merely on replacement planning. It is a systemized business imperative; critical for long-term planning, capability development and execution of business strategy. Over time, succession management becomes a continuous process integrated with an organization's business planning cycles as well as its talent management processes.

Succession management is recognized as a high priority by many top level leaders. Organizations can be thrown into turmoil when leaders have to be replaced suddenly and unexpectedly due to unforeseen circumstances. This is true even when leadership transitions are anticipated due to mergers, acquisitions, retirement, career change or restructures. Boards of directors are either lauded or denounced for their handling of executive transactions. It's the cornerstone of maintaining strategic viability. In spite of its importance, succession management is not well-executed in many organizations with significant opportunities for improvement in most organizations.

2. REINFORCEMENT OF LEARNING

A strategy's success turns on combining external fit and internal fit. A firm with bundles of HR practices should have a high level of performance, provided it also achieves high levels of fit with its competitive strategy (Richard & Thompson, 1999). Emphasis is laid on the importance of bundling SHRM practices and competitive strategy so that they are interrelated and therefore complement and reinforce each other. Implicit is in the idea that practices within bundles are interrelated and internally consistent, and has an impact on performance because of multiple practices. Employee performance is a function of both ability and motivation. Thus, there are

several ways in which employees can acquire needed skills such as careful selection and training and multiple incentives to enhance motivation.

3. FRAME WORK

The purpose of the Framework is to enable the organizations of the other Nations common system to manage their human resources effectively. The philosophy underlying it is grounded in the principles emanating from the provisions of the other Nations Charter, namely, the independence of the international civil service and the need for the organizations to recruit staff with the highest standards of efficiency, competence and integrity, with due regard to the importance of recruiting the staff on as wide a geographical basis as possible and to the equal participation of men and women in the work of the organizations.

“Out a few of the important new concepts”.

Organization prosperity and success with the co-operation and support of employee’s enterprise can respond quickly and effectively to the changes and the key to good people management lies in five key qualities that an enterprise should possess to communicate and co-operation among the staff through the objective building a quality team. Employers should show “care” in identifying the needs of employees and their families and provide them with a worry free work environment. Employers should listen to employee’s views with “Patience” and proactively transform them into effective measures, noting sincerity of employers, employees will render their services with “Willingness and enhance the productivity of the enterprise, with the creative ideas employer will understand and be enlightened about importance of good people management in enhancing corporate efficiency and competitiveness.

4. SIMULATION

If there are specific measuring job knowledge and skills, as well as more general skills, such as analysis, interpersonal, and organization. The simulations involve performing an actual task like creating a document in Word or experimentation which will also be an increasingly important part of the designing of new tasks for the development of organization.

5. DISCUSSION

Employment downsizing is often implemented during economic downturns as a reactive, tactical action. The most successful organizations, however, use downsizing more strategically as part of an overall workforce strategy. Layoffs become just one tool in a portfolio of alternatives to improve firm performance. Management may view this as an opportunity to enhance the organization’s medium- and long-term agility through well-planned and targeted coaching, change and career-management interventions.

6. CONCLUSION

The study participants concerned their view of HR’s most compelling work. Based on the ease and energy with which this question was answered, it’s evident there is no shortage of challenging work for HR professionals perspective, HR makes its strongest organizational contribution in the following ways:

- As Strategic Partners, HR professionals are integrated within lines of business, working with executive teams to create people strategies that deliver tangible results.
- Optimizing Total Rewards is a way for HR to work with senior management to find the right combination of pay, benefits, environment and learning opportunities to engage employees and reinforce company culture.
- Achieving Flawless Execution in Employee Transactions is a primary role for HR. Outsourced administration or no—HR is accountable for the quality of service, accuracy and speed of employee-related processing and transactions.
- Developing Metrics, to quantify in dollar terms the value HR initiatives bring to the bottom line, is the best way to ensure future investment in the HR function.

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In order to put employer branding and talent relationship management in the right frame work, it is important to take a brief look at Human Resource and its functions. This will clarify the two new approaches place in HRM and their relation to other HRM functions. Through the theory of? (Barrow & Mosley 2007)

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