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## **“A DESCRIPTIVE STUDY OF UNDERSTANDING TALENT MANAGEMENT PRACTICES FOR MANAGING TODAY’S GLOBAL WORKFORCE AND IN**

### **Abstract:**

This study is intended to understand the significance and benefits of Talent Management Practices and the extent of its application in Large Scale IT companies.

This paper commences with exploring the concept of Talent Management and its various dimensions, existing Talent Management Practices in IT Industries, how Talent Management process Aligned to Business Goals and how Talent can lead to increase the business competitiveness. The study further analyze the the process of talent assessment and tracking in the organization.

The role of researcher here intends to identify the various key drivers for Talent Management and to find out the Financial benefits of Talent Management. This research paper indicates a starting point for organisations to develop a “talent mindset”, to ensure there is an agreed and understood definition of Talent/ Talent Management and why it is an important focus for the business.

Since its conception, a number of researches have been carried out on Talent Management, most of them in United States of America. A visible research gap exists in the area of identification and measurement of drivers for Talent Management and its impact on business. This points out the relative importance of this concept and hence the need for research on the same in the Indian context as well.

### **Keywords:**

Talent Management, Key Drivers, Business Competitiveness

**JEL Classification:** J24