

A Study on Effectiveness in Talent Management at Inncon

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Abstract— The main objective of the project is to study the selection process, orientation process, separation policies, satisfaction of employees towards benefits etc. and to acquire the right candidate in place at the right time. The present research type used is exploratory and the technique is Simple random technique. The sample size taken for this study is 150 from various departments. Data collection is done with the help of questionnaire. The data collected is analyzed, statistical tools were used, and interpretations were made using the responses for all the questions.

Key words: Talent Management

I. INTRODUCTION

Talent Management has been regarded as the most important function of personnel administration because unless the right type of people is hired, even the best plans, organization charts and control system would not do much good. The Talent management process is developed accordingly to the nature of the job and the talents of the candidates are measured how far they will be suitable for the job and satisfy the superior expectation. It will be more helpful to attain the organization goal and man power planning and to create right person for a right job at the right.

II. DIMENSIONS OF TALENT MANAGEMENT

A. Selection Process

Recruitment manager must scrutinize every candidate's profile from education, extracurricular activities which sum up to their soft skills so as to see if they fit in the position being hired for.

B. Orientation Process

Selected candidates who are potential resources to the organization must be driven forward towards enhancing a great organization, employee relation, by conducting sessions about their welfare in and outside the organization.

C. Career Enhancement

Organization personnel must strive towards employee satisfaction by providing them hike, technological advancement, etc. While doing so, the organization should also see to it that the actual opportunities provided are in line to the employee's desire from career advancement.

D. Separation Policies

A document containing the set of policies such as benefits, claims that can be obtained after separation, severance agreements should be written by the organization to avoid misunderstanding between the employee and the company.

E. Impact of HR Strategies

HR must devise strategies that impact the growth of the organization and benefit the employees. The strategies must align with the vision and mission of the organization, devise plans to enhance effective communication among peers which helps the organization stand tall amongst the cut throat competition.

III. OBJECTIVE OF THE STUDY

To study the effectiveness of Talent Management process and practices that has been followed and to Study the selection, orientation and career enhancement process and to analyze the separation policies of employees.

IV. SCOPE OF THE STUDY

The study aims at collecting information about the candidates regarding Talent management and their expectation about the company. The study was helpful in accessing the effectiveness of the Talent management process in the organization. It also suggests remedial measures for fulfilling the gap between the candidates' expectation and organization expectation.

V. DATA ANALYSIS

In this Research Study, Chi-square test has been used to analyze the data that has been collected. Data Analysis in SPSS tool is used for tabulation and analysis.

A. Chi-Square Test:

H_0 (Null hypothesis) = There is no significant relationship between experience of respondents and their opinion on adequate and relevant information about the organization and job is provided to the candidate at the time of recruitment

H_1 (Alternate hypothesis) = There is a significant relationship between e experience of respondents and their opinion on adequate and relevant information about the organization and job is provided to the candidate at the time of recruitment

Experience * Adequate Cross tabulation							
			Adequate				Total
			Strongly Agree	Agree	Neutral	Disagree	
Experience	Less than 2 Years	Count	17	35	15	4	71
		Expected Count	19.7	35.5	13.7	2.2	71.0
	2-5 Years	Count	7	21	8	0	36
		Expected Count	10.0	18.0	6.9	1.1	36.0
	5-10 Years	Count	10	8	2	0	20
		Expected Count	5.5	10.0	3.8	.6	20.0

	More than 10 Years	Count	2	1	0	0	3
		Expected Count	.8	1.5	.6	.1	3.0
Total		Count	36	65	25	4	130
		Expected Count	36.0	65.0	25.0	4.0	130.0

Table 1: Cross Tabulation

1) Formula:

$$\text{Chi-Square} = \sum [(O-E)^2 / E]$$

O – Observed frequency

E – Expected frequency

(O – E) = Difference between observed frequency and expected frequency.

(O – E) = Square of the difference

$$\text{Degree of freedom} = (R-1) (C-1)$$

$$= (4-1) (4-1)$$

$$= 9$$

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.645 ^a	9	.179
Likelihood Ratio	13.893	9	.126
Linear-by-Linear Association	6.952	1	.008
N of Valid Cases	130		
a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .09.			

Table 2: Chi-Square test for association using SPSS Tool

At 5% level of significance and df (9) the table value is 12.645

$$\text{Calculated value} = 0.179$$

Table value > calculated value

H₀ is accepted.

VI. FINDINGS

It is inferred from t-test that, there is no relationship between experience of respondents and their opinion on adequate and relevant information about the organization and job is provided to the candidate at the time of recruitment.

VII. SUGGESTIONS

Since there is a considerable difference in the opinion of employees, there must be more care taken in setting the HR practices. It should be based on the needs of the employees. Every employee should build themselves how to do the self-rating and to develop the well-defined reporting relationship.

VIII. CONCLUSION

In implementing management systems and talent management practices with greater employee involvement to increase productivity and profitability and to gain the competitive advantage of a workforce strategically aligned with the organization's goals and objectives. They need to give importance to Career Planning Practices, Performance Appraisal System and Compensation Practices. It can be said that the company should follow an Open Door Policy where employees can approach their senior management with their work related problems, which will ultimately lead to a problem free environment in the organization.

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