

Human resources management staffing



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Introduction Hello ladies and gentlemen. Various organizations have been experience challenges in talent acquisition and management. There have been various transformations in talent management. I am going to give an in depth analysis of talent management.

Talent Management

It is evident that the role various parts of an organization plays is very significant and cannot be neglected if success is to be achieved. This has been the drive for Candlelight Inc. The establishment of the Talent management team was specifically aimed at that. In the past, lack of sufficient platform on educational materials and evaluation framework has been a hindrance in the achievement of success but with proper knowledge and practice, success is guaranteed.

In talent management, various aspects of business and employer interaction are considered. The entire management is specifically divided into four parts namely entry, retention, development, and performance. Entry mainly streamlines recruitment, selection, orientation, and placement to ensure that the best candidates are incorporated in the business and their potentials well tapped. Once the new employees are recruited, employee retention through the company culture and congruity in values between the company and the employees is necessary to ensure that the best environment is maintained translating to improved performance¹.

As an organization, our employees and we definitely have our goals. We usually strive very much in realizing them. Thus, in talent management, personal and organization development is realized by dividing the competencies into knowledge, skills, behavior, and attitude after which each employee is considered individual. In ensuring that the employees

understand their roles, they should be clearly outlined. Positive reinforcement and feedback is necessary to ensure performance is improved. Moreover, there are persons whose performance is favored by the organization structure and culture. As a result, use of such personnel in acculturation is very effective. Who does not require success in whatever he is involved? Thus, implementation of talent management will ensure that success is achieved in this organization.

Talent Management Function

It is true that weaknesses in talent management may appear due to an innovation or technological advancement. Other hindrance in achieving success includes systems and resources. In the recent past, various transformations have been done to ensure that seal talent gaps that may be evident in an organization. When sufficient funds are offered to talent management, then, leader assessment, development planning, workforce engagement and executive coaching are easily achieved. From researches undertaken, it is observed that the expected outcome usually take time before being realized and thus patience is necessary².

The talent management is detailed and is specially mandated to realize overall business success by driving talent management from the top to ensure support in the entire process is provided, ensure that the management efforts are in line with the organizational strategies, and ensure improved performance through talent management. In addition, the system should be dynamic and accommodative to take into account any changes in technology or other aspects that may be encountered. To the already existing talent, their nurturing is specifically mandated to talent management. Thus with proper talent management infrastructure in place,

the anticipated results are easily achievable.

Talent Management Process

The talent management process is very essential in controlling talented employees entering and leaving the business. As a result, it is a very demanding process and includes Understanding the requirements, which forms the basis of the entire process, and sourcing the talent and attracting the talent to join the business organization. This is followed by recruitment after which the talents selection. Once the target persons become members of the organization, training, and development is necessary to ensure that they are well conversant with their roles as well as the entire organization structure and operations. It is very necessary for an organization to maintain a pool of qualified employees. Therefore, retention and promotion is necessary depending on the quality of work output. Competency mapping, performance appraisal, career planning, and succession planning are still essential steps in talent management process as they ensure that the best out of the employees' capabilities is reaped. Retirement in which the person leaves the organization closes the talent management process.

Conclusion

Talent management is very essential is the achievement of success. Taking into account the talent management functions and process to accommodate various technological advancement will enable us reap the best out of our capabilities. Thank you.

Works Cited

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