



Talent Management Strategies for Organizational Success

Mahesh Chandra, Associate Professor, Dr. BR Ambedkar Institute of Management & Technology, Hyderabad

Abstract

In the rapidly changing and competitive business environment, effective talent management has become an essential component of organizational success. Organizations increasingly recognize that attracting, developing, motivating, and retaining talented employees can provide a sustainable competitive advantage. This paper examines various talent management strategies and their role in improving organizational performance. The study focuses on key practices such as talent acquisition, employee development, performance management, career planning, succession planning, employee engagement, and retention. It highlights how organizations can align individual capabilities with organizational objectives to enhance productivity, innovation, and employee commitment. The paper also emphasizes the importance of leadership, organizational culture, continuous learning, and effective reward systems in developing and retaining talented employees. A conceptual approach based on existing literature is adopted to examine the relationship between talent management practices and organizational success. The study suggests that organizations with systematic and employee-oriented talent management practices are better equipped to respond to changing market conditions, reduce employee turnover, and build a high-performance workforce. Effective talent management, therefore, should be considered a strategic organizational function rather than merely an HR activity.

Keywords: Talent Management, Human Resource Management, Employee Engagement, Talent Acquisition, Employee Retention, Performance Management, Organizational Success.

