



ISSUES OF TALENT MANAGEMENT IN EDUCATION SECTOR TO ORGANISATIONAL SUCCESS

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ABSTRACT

In the Current Educational Sector, there are a lot many emerging trends which is to attract, develop and retain employees by assured pipeline of knowledge and qualifying people is important for the success of the institution which is known as talent management. The aim of the paper is to throw light as the concept of talent management. The main issues are facing by the educational organizations which is shortage of competent and qualified faculties. It has resulted in educational organizations focusing on how to retain the talent and have to develop them. The important factors which contributes to faculty retention and recruitment are benefits, supportive, environments, spouse employment opportunities, resources and salaries. It is not the responsibility of any one particular department but everyone in the organization to promote talent management. This research paper provides few strategies which institutions can adopt for attracting and retaining talent which is best available for them. The author focuses o talent management and how this contributes to other strategic objectives such as building a high performance learning environment and building leadership in depth in the School.

KEYWORDS: Talent Management, Talent Development, Education Sector, Organizational Success

INTRODUCTION

Talent is the ability of each individual to perform better than others. This is an inborn quality or ability to perform well which developed over a period of time. For each educational organization sector, the talent management is relatively is relatively untapped and new concept in the field of human resource management despite of proving many times its importance and competitive advantage for the institution. The institutions do not have knowledge of related to the strategies used in talent management which are deployed in higher education system to support them.

According to **Babaji Charan Pradhan, Retired Teacher**, Govt. of Odisha, who emphasis talent management hold in three different conceptions such as (1) Collection of practices of human resource development, (2) Human resources flow within the organization and (3) rewarding, sourcing and developing talent of the employee. He gives valuable opinions from his service period that talent management as career progress and facilitating

development of highly skilled and talent individuals which uses formalized resources, procedures, processes and policies.

A talent management system must be implemented in daily process. Education Department alone cannot take the change to attract and retain employees, but it is the responsibility of everyone at all level in the educational sector. The system must include responsibilities for the head of the educational institutions to develop the skills of their immediate subordinates. Divisions within the educational organization should promote sharing information among the each member of the department, as a result employees can gain knowledge of the overall system and organizational objectives.

PROCESS OF TALENT MANAGEMENT

Developing talent is not a new concept or idea. This process as the name itself suggests that the ability of managing, competency and power of working employees with an organization directly or indirectly. This process is a continuous process that meets an



organization's requirements involves sourcing, hiring, developing, retaining and promoting. If an organization wants to hire the best talent of its competitor to work with it, then you need to offer something that person beyond his / her imaginations to come and join your

organization. Therefore talent management process is fully integrated software solution that not only controls the entry of an employee but also his / her exit. Every organization needs best talent management process to achieve its goals and set them higher.

Attracting and Recruiting Talent → **Retaining and Developing Talent**

→ **Managing Talent**

(1) Attracting and Recruiting Talent

Due to the recent economic downturn jobs cuts globally increased, so those who were important to organizations were retained and others were sacked. In order to attract and recruit talent employees organizations need to look and understand what talent is looking for in a career and how they perceives carry out education with their needs. An organizations approach to each one of the potential recruits needs to be altered to suit who they are and where do they want to take their careers.

(2) Retaining and Developing Talent

This is always challenging task for the new and old workers in the education sector. It is related with the workers an ongoing process. This is a more challenging task for talent management process. It focuses on the following points such as:

- * Work ethics and values
- * Career planning
- * Work life balance
- * Benefits and reward systems

(3) Managing Talent

The task of an organization in education sector does not ends with hiring the employees but effective management of the employee is equally important. It focuses on the following points such as :

Attitude and principles of the authority.

- * Systems of management.
- * Styles of leadership
- * Time to time mentioning the work
- * Provided guidance
- * Positive recommendation towards the employees time to time

CAUSES FOR EMPLOYEE TURNOVER IN THE INSTITUTIONS

The following courses for employee turnover in the institutions such as :

- * Over workload
- * Insufficient salary
- * Insecurity job
- * Ambiguity role

- * Insufficient resources
- * Poor performance management
- * Inadequate environment

PERFORMANCE MANAGEMENT MOTIVATES THE EMPLOYEES IN INSTITUTIONS

- * Many educational institutes launched development of faculty programs to shape and improve the career of the employees.
- * It improves employees motivation and dedication towards work
- * Policies and procedures should be well informed in beginning to the respective faculties of the institution.
- * They should give rewards and motivate the employees according to their performance,
- * The equal opportunities should be given to both senior and junior employees.
- * Leads to high confidence in bonus payment process.
- * Leaves like maternity or paternity leaves should be provided for different time period for the birth of the child.
- * Professional development programs are aligned directly towards the achievement of institution level goals.
- * Assistance for external grants provision for researches and other purpose should be given

STRATEGIES OF EMPLOYEE RETENTION

The following strategies of employee retention are given in below:

- * Communication should be done properly in organization
- * Efficient employees should be engaged for the right job
- * Provide opportunities development and growth of the employees



- * The efficient employees must get more remuneration on their performance
- * Equitable and fair treatment for every employee
- * There should be accountability helps employees

CONCLUSION

From the above study of this paper we can find that talent management can help in identification of the right talent, development talent and retaining talent in the education sector for its success. Another angle of point, we can say that talent management is a conscious, deliberate approach undertaken to attract, develop and retain people with the aptitude and abilities to meet current and future organizational needs. It is the saying that the recruiting effective person is the first step towards effective retention. Youth is in generation is the future of the country. Some vital talent management practices that can be very fruitful to an organization includes performance management, career planning, succession planning and quality of work life.

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