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## THE RELATIONSHIP BETWEEN TALENT MANAGEMENT, JOB SATISFACTION AND PERFORMANCE MANAGEMENT IN SELECTED PUBLIC HIGHER LEARNING INSTITUTIONS

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### ABSTRACT

*Talent Management (TM) is originally practiced in the corporate sector for quite some time. Due to its practiced has successful in the corporate organization, Higher Learning Institution (HLI) around the world try to implement TM in their system. Practically, TM seems work in the education system. Up to that, Ministry of Higher Education (MOHE) has adopted and adapted TM in HLI. On the other hand, by practicing TM in any sectors, it will help to improve Job Satisfaction (JS) and Performance Management (PM) in the organization. Therefore, in this research, it will examine the relationship between TM towards JS and PM in selected public HLIs in Malaysia. Quantitative approach has been utilized as a part of a request to gather essential information from 238 respondents in selected public HLIs. Data gotten from this technique has been dissected utilizing IBM Statistical Package Social Sciences (SPSS). Accordingly, there was a direct relationship recorded between TM, JS, and PM. Notwithstanding, University A scored marginally higher relationship between's TM, JS and PM when contrasted with other two public HLIs. As a conclusion, every open HLI has their own particular mission and vision that should be accomplished. Along these lines, distinctive techniques may be utilized as a part of TM keeping in mind the end goal to get a decent association with JS and PM. In view of the discoveries got, it demonstrates that public HLI has taken their own particular activity to support their representative JS and PM by utilizing TM has one of the methodologies yet by one means or another, the systems took still should be observed and re-organized to get the great connection between these two factors.*

**KEYWORDS:** *Talent Management, Job Satisfaction, Performance Management, Public Higher Learning Institution, Quantitative Method, IBM SPSS.*

## 1. INTRODUCTION

The development of TM into the writing and practice is as yet considered as genuinely new, yet it picked up a significant consideration among both specialists and experts for its vital impact in the current exceedingly aggressive worldwide economy (McCauley and Wakefield, 2006). Up until now, the scholastic writing is centered around building up a reasonable meaning of TM and investigating its effect on hierarchical execution as far as making upper hand and improving the level of inspiration and engagement among gifts (Bhatnagar, 2007; Kehinde, 2012). Regardless of this concentration and consideration, different specialists noticed that TM writing keeps on being under-investigated (Collings and Mellahi, 2009; Garrow and Hirsh, 2008). Intending to the scholastic foundation of TM, Lewis, and Heckman, (2006) contended that the subject was expressly investigated from the professionals' point of view without being subjected to strong scholarly and associate looked into research. In accordance with this thinking, Collings and Mellahi (2009) noticed that the writing of TM stays hazy about the idea in general particularly as far as its definition and hypothetical limits. Moreover, Yarnall, (2011) set that associations who are actualizing TM without watchful contemplations to the outcomes of such application neither on the ability pool nor on the rest of the workers and this can be looked from the professionals' point of view. From the viable foundation, Garrow and Hirsh (2008) noticed that TM requires extra consideration regarding its concentration and fit inside the association. Among the diverse measurements that require extra consideration, Garrow and Hirsh (2008) highlighted the TM execution must be handy into the association's way of life and workforce. As indicated by Höglund, (2012) TM as in HR practices, send hierarchical signs that are deciphered diversely by representatives in a way that affects their dispositions and practices. Be that as it may, positive and negative effects of TM on representatives are not completely investigated yet and constitute a present hole inside the TM writing (Höglund, 2012). Moreover, he clarified promote on how the diverse gatherings of representatives see the ramifications of TM on their work connections constitute a crucial research outline for growing the rare learning about the results of TM (Höglund, 2012).

TM likewise prompt encourage the improvement and profession advance of profoundly capable and gifted workers in the association by utilizing formalizing techniques, assets, approaches and handle (Gay and Sims, 2006). TM includes an arrangement of exercises that emphasis on drawing in, creating and holding a particular gathering of

representatives, distinguished as abilities for tending to future key hierarchical and workforce needs (D'Annunzio-Green, 2008; (McCauley, McCauley, Wakefield, and Wakefield, 2006). In a roundabout way, the utilization of TM requires that associations separate among their workers in view of their level of execution (United States Chamber of Commerce Foundation, 2014; Fallis et al., 2013). Research have emphatically prescribed these talent management practices as a result of their positive commitment to representative mentalities and practices, bring down levels of non-attendance and work turnover, and a more elevated amount of efficiency, quality, and client benefits in a wide range of associations paying little heed to segment, size or nation (Abraham, 2015). Extensive reviews in the US and UK presumed that superior ability administration and asset rehearses like that of best practices positively affected work turnover, profitability, budgetary execution, trust, work fulfillment, responsibility, item and administration quality, and execution administration (Arulrajah, 2015).

## 2. OBJECTIVES

In this research, researchers want to examine the relationship between TM towards JS and PM in selected public higher learning institutions.

## 3. METHODOLOGY

In this research, researcher utilized a quantitative strategy to meet to destinations that have been sketched out. Moreover, this exploration it is a factorial examination concentrate that uses the overview technique to gather essential information. The examination instrument of the review is an organized poll and Likert scale configuration is utilized and with the end goal of gathering essential information, a survey was set up for this review

## 4. SAMPLING DESIGN

Convenience sampling was utilized as a part of this review as just the respondents that consented to take an interest in this review were chosen. The essential information was gathered by and by the scientist as a confirmation of classification to respondents. A sum of 238 surveys was given to the respondent and gathered in the meantime.

## 5. STATISTICAL DESIGN

In breaking down data got, researcher chooses to utilize IBM Statistical Package Social Science and keeping in mind the end goal to meet the goal; specialists utilized Pearson Correlation Coefficient to discover a connection between these two factors.

## 6. GEOGRAPHICAL AREA DESIGN

Three public HLIs have been chosen arbitrarily and the respondents were chosen by the examining configuration picked.

## 7. RESULTS

Table 1 showed an overall correlation of TM and JS in selected public HLIs. Based on the findings obtained, University A showed a higher correlation of TM and JS compared to University B and University C. University A indicated TM was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate ( $r=0.584$ ,  $p<0.01$ ). Meanwhile, University B showed TM was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate with JS ( $r=0.454$ ,  $p<0.01$ ). On the other hand, University C having TM that was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate with JS ( $r=0.430$ ,  $p<0.01$ ).

Table 2 showed an overall correlation of TM and PM in selected public HLIs. Based on the findings obtained, University A showed a higher correlation of TM and PM compared to University B and University C. University A indicated TM was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate ( $r=0.454$ ,  $p<0.01$ ). Meanwhile, University B showed TM was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was low with PM ( $r=0.264$ ,  $p<0.01$ ). On the other hand, University C having TM that was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was low with PM ( $r=0.150$ ,  $p<0.01$ ).

## 8. SUGGESTION

Top administration of the universities, and also Ministry of Higher Education, need to make a dynamic move so as to update or rebuild TM program in the college to support their representative JS and PM. Top management needs to take a gander at the present practice in TM particularly in drawing in, creating and holding the program. Each of this procedure will prompt JS and PM of the staff. Along these lines, since the direct outcome gotten in this exploration, it should be considered to change those projects. Later on research, the extent of this exploration can be extended to all colleges in Malaysia keeping in mind the end goal to see the flow pattern of TM practices.

## 9. CONCLUSION

As a conclusion, public HLIs have their own central goal and vision that should be accomplished. Hence, unique techniques may be utilized as a part of TM keeping in mind the end goal to get a decent association with JS and PM. In light of the discoveries got, it demonstrates that public HLI has taken their own drive to help their representative JS and PM by utilizing TM has one of the methodologies yet some way or another, the systems took still should be checked and re-organized to get a decent connection between these two factors. As a proposal, public HLIs need to concoct an exploration to assess their own particular staff in light of TM methodologies. TM rehearses involve drawing in, creating and holding gifts which do accept will build JS and PM of the workers if and just through research has been done on them. University administration can make two gatherings which test bunches and in addition a standard gathering. Along these lines, the consequences of this examination will be a benchmark for to the HLIs to make a further move.

## 10. FIGURES AND TABLE

**Table 1**  
**Relationship between Talent Management and Job Satisfaction**

| Variable          |                      | Public Higher Institutions |                  |                  |
|-------------------|----------------------|----------------------------|------------------|------------------|
|                   |                      | University A               | University B     | University C     |
|                   |                      | Job Satisfaction           | Job Satisfaction | Job Satisfaction |
| Talent Management | Pearson Correlations | .584**                     | .454**           | .430**           |
|                   | Sig (2-tailed)       | .000                       | .000             | .000             |
|                   | N                    | 238                        | 238              | 238              |

**Table 2**  
**Relationship between Talent Management and Performance Management**

| Variable          |                      | Public Higher Institutions |                        |                        |
|-------------------|----------------------|----------------------------|------------------------|------------------------|
|                   |                      | University A               | University B           | University C           |
|                   |                      | Performance Management     | Performance Management | Performance Management |
| Talent Management | Pearson Correlations | .454**                     | .264**                 | .150**                 |
|                   | Sig (2-tailed)       | .000                       | .000                   | .000                   |
|                   | N                    | 238                        | 238                    | 238                    |

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