

A STUDY OF TALENT MANAGEMENT PROCESS AND ITS IMPACT ON ORGANIZATIONAL PERFORMANCE

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Abstract

In the current competitive business environment, efficient talent management has emerged as a vital factor for organizational achievement. This research investigates how strategic human resource practices—such as workforce planning, training, and onboarding automation—affect employee engagement and productivity. The study employs both primary and secondary data to evaluate how automation and tailored communication improve onboarding, bolster workplace relationships, and expedite employee contributions. Results show that companies that adopt strong talent management strategies obtain a considerable competitive edge, resulting in increased efficiency, employee satisfaction, and sustainable business growth.

Keywords: Talent Management, Employee Engagement, Onboarding Automation, Workforce Planning, Employee Productivity, Strategic Human Resource Practices

Introduction

In the current fast-paced business environment, companies want to achieve competitive advantage through competent talent management. Human resource management includes strategic ways to attract, develop and use employees to maximize organizational performance. An effectively organized talent management system ensures that companies have the right talent in the right roles and promotes innovation, productivity and long-term development.

This study examines the human resources management process and its impact on organizational performance. Examine key components such as workforce planning, attitude, training, succession planning, and employee commitment. Additionally, it is appreciated how talent management leads to improved efficiency, employee satisfaction, and overall business success. By examining the conditions and industry practices of different frameworks, this study aims to provide valuable knowledge to organizations that aim to improve human capital strategies.

Review Of Literature

James Kehinde (2012) This study examines the impact of human resource management on organizational performance, showing measurement difficulties and limited emphasis on strategic staff. Through statistical analysis of survey data, research identifies a positive relationship between talent management and performance. It highlights how important it is to recognize more talent beyond key positions, suggesting that talent management in general HR practices isolate them to improve effectiveness. (Kehinde, 2012)

Pushpa Hongal, Uttamkumar Kinange (2020) This study examines how talent management

enhances organizational performance through increased employee commitment and productivity. It highlights the difficulty of finding HR encounters in Talent Acquisition due to global skills and false adjustments. By focusing, developing, developing and retaining talent, organizations can achieve competitive advantage and business success. (Hongal, 2020)

Mishra, Lavkush. (2022) This study highlights the important importance of human resource management to maintain a competitive advantage through professional staff attitudes, development and storage. This shows how HR meets talent binding and how appropriate employee skills with organizational goals can drive sustainable growth. Research conducted in IT companies in the NCR sector shows that the direct impact of talent management is limited, but its efficient implementation has significantly improved profitability and long-term success. (Mishra, 2022)

Objectives Of The Study

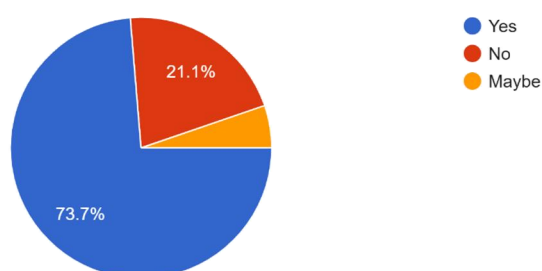
1. To assess the impact of automated onboarding tools on employee engagement and integration.
2. To identify the integration of personalized communication and automation for an effective onboarding experience.

Research Methodology

This study utilizes both primary and secondary data to examine the impact of talent management on organizational performance. Secondary data is obtained from credible materials such as research papers, journals, books, and websites. Primary data was gathered through structured questionnaires, surveys, and direct observations from HR professionals and industry experts to gain insights into effective talent management practices.

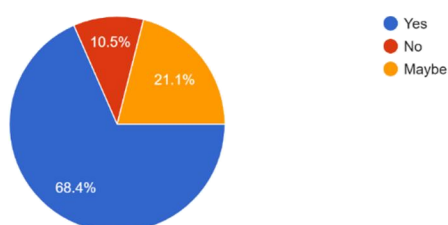
Data Analysis

a) Automation improves onboarding:



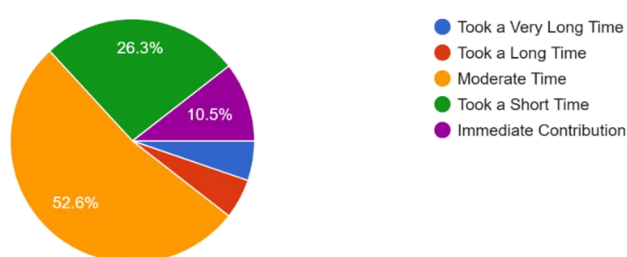
Interpretation: The pie chart illustrates that 73.7% of participants think that automation and personalized communication improved onboarding effectiveness, whereas 21.1% disagreed and 5.2% were indecisive. This indicates that the majority view a combined approach as advantageous for onboarding.

b) Onboarding Strengthened Connections:



Interpretation: The pie chart shows that 68.4% of participants believed the onboarding process assisted in creating bonds with team members, whereas 21.1% were unsure and 10.5% opposed. This implies that onboarding was typically successful in promoting workplace connections.

c) Contributions Began Quickly:



Interpretation: The pie chart shows that 52.6% of participants believed that the moderate time is better and only 5.3% of participants believed that took a long time is better.

Conclusion

The research concludes that proficient talent management greatly improves organizational performance through increased employee

engagement, productivity, and retention. The results indicate that automation in the onboarding process, along with tailored communication, improves the integration process, fortifies workplace relationships, and allows employees to make contributions more rapidly. Organizations that intentionally execute talent management strategies acquire a competitive edge and achieve long-term business success.

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