

# A Study of Talent Management and Its Impact on Performance of Organizations

**Soni Singh**

Researcher, BMS Department

Shri L. P. Raval College of Mass Media & Management Studies, Mira-Bhayander, Maharashtra, India

**Abstract:** *Talent management is a business strategy that organizations believe will enable them to retain their top talented employees and improve organization's performance. It is the process of effectively hiring the right talent, preparing them to take up top positions in future, assessing and managing their performance and also preventing them from leaving the organization. The performance of every organization depends on the performance of their employees. If the employees have unique competencies which the competitors cannot replicate, the organization automatically gains a competitive edge over its competitors. So, for managing this unique human capital, the organizations are focusing on creating effective systems and processes for talent management. The organizations are also striving hard to retain their top/key talent because if they leave, the complete repository of knowledge is also gone out of the hands of the organization. The purpose of the study was to find out the impact of talent management on organizational performance for selected IT organizations in the NCR area. The findings show that there is partial impact of talent management on the performance. If this talent is appropriately managed and deployed at the right places, then, the organizations can make their captive use in order to increase their growth and profitability.*

**Keywords:** Talent management, Competencies, Organizational performance..

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