

A Theoretical Review of the Banking Industry's Talent Management and Employee Retention

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Abstract: *The global economy has elevated talent management, retention, and worker values. Most firms require dedicated, qualified personnel. Digital literacy, international acumen, intelligence, sophistication, and operational agility describe clever entrepreneurs. Talent management helps companies plan strategically and employ skilled individuals. This study uses a conceptual framework to describe talent management and employee retention. The project will gather empirical talent management and retention studies from Scopus, EBSCO HOST, Google Scholars, Springer Link, Wiley, Science Direct, JSTOR, and Emerald full text.*

The study shows that a company's success depends on its best employees' survival and behavior. Both public and private organizations suffer with staff retention, the survey showed. HR managers' staff management is harder since qualified candidates have more alternatives in the global labor market. Banking-specific research is scarce. Work environment and talent management impact banking staff retention, according to the conceptual model.

Keywords: Talent Management, Employee Retention, Banking Industry.

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