

Talent Management Impact on Job Satisfaction and Employee Performance of NBFC Employees

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Abstract: Talent management is the core functional unit of an organization, and In order to enhance the productive performance of employees, talent management uses human resource planning to achieve this goal. To make them a part of talent management and strategic workforce planning, efforts have been made to retain, develop, attract, and reward employees. Talent management can lead to higher level performance and satisfaction of employees' instead of being a process of hiring; reinforcing and evaluating the aptitude. Keeping in mind the necessity of talent management, this paper analyzes probable scenarios of talent management practices in public sector banks and how these practices, in turn, improve bank employees' performance. Furthermore, it examined how talent management practices could influence the employees' satisfaction in Indian public sector banks. This research paper puts forward a set of valid hypotheses that talent management practices affect employee performance and satisfaction. This paper seeks to confirm these hypotheses on a survey based on data collected from the employees of the public sector banks in the Indian state of Rajasthan. The study will tender to the talent management literature by pondering how talent management practices affect the organizational outcomes, such as employee satisfaction and performance.

Keywords: Talent Management; Employee Satisfaction; Employee Performance

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