

Assessing the Impact of Talent Management on Organizational Success: An Empirical Review

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Abstract: Talent management is a strategic and ongoing process that involves attracting, developing, and retaining high-quality employees. This process aims to enhance their knowledge and skills, continuously motivate them to improve their performance, and align their efforts with the company's business goals. The primary objective of talent management is to cultivate a highly motivated and engaged workforce that is committed to the organization for the long term. Effective talent management practices vary across organizations but generally result in increased employee engagement, skill development, and motivation, which contribute to higher client satisfaction and overall business performance. Investing in talent management is crucial for the long-term success of any organization, especially during challenging times such as the current pandemic. In the pharmaceutical sector, employees face significant challenges and fears related to their work environment, making talent management even more critical. This study aims to analyze the various dimensions of talent management and their impact on the organizational performance of the pharmaceutical sector.

Keywords: Talent Management, Employee Engagement, Skill Development, Talent Retention, Organizational Performance, Pharmaceutical Sector