
TALENT MANAGEMENT AMONG IT EMPLOYEES

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ABSTRACT

The term talent management means different things to different organizations. To some it is about the management of high worth individual or the talented, whilst to others it is about how talent is managed generally. On the assumption that all people have talents which should be identified and liberated. This study is an attempt to explore the hidden talent of the Information Technology (IT) employee's, and also explores the most appreciated talent areas by management.

Key Words: Employee's Talent, Information Technology, Talent Management.

1. Introduction

One of the main functions of Human Resource (HR) is to identify and hone the unique and relevant skills of the members of an organization because every employee has some talent. Many times management is never aware about their talent and how to utilize the employee's talent for the development and achieving the objectives of organization. It is the responsibility of management to identify the talented areas of employees as every employee has the hidden talent. (Mohammad Amiri, 2015). Talent management, as the name itself suggests, is managing the ability, competency, and power of employees within an organization. The concept is not restricted to just recruiting the right candidates at the right time, but it extends to exploring the hidden and unusual qualities of employees and developing and retaining them to get the desired results. Hiring the best talent may be a big concern for the organization today, but retaining employees and most importantly, training them according to the culture of the organization and getting the best out of them is a much bigger concern for the organizations. This holds especially true for the IT organizations. Talent management in organizations is not just limited to attracting the best people, but it is a continuous process that involves sourcing, hiring, developing, retaining and promoting them while meeting the organization's requirements simultaneously. Every organization requires the best talent to survive and remain ahead in competition. Talent is the most important factor that drives an organization and takes it to a higher level; and therefore, cannot be compromised at all. It won't be an exaggeration to say that talent management is a never ending war for talent.

2. Significance of the Study

The study will be concerned with study of the hidden talents of the IT employees. It is assumed that the employees are aware of their talents, they know about their capabilities but their talent is unknown to others. It is important to know or identify the hidden talent of employees and it is also important to understand the nature of talent management system implemented in the IT organizations.

3. Objectives of the study

- i. To study and identify the hidden talents of the IT employees
- ii. *To identify the talent areas mostly appreciated by the management*
- iii. To understand the extent of utilization of employees talent by management

4. MATERIALS AND METHODS

Research Methodology

This study is an exploratory survey study in nature. The primary data has been collected from 10 IT organizations which are located in Bangalore have been selected. In total, 120 employees have been selected from these IT organizations.

5. Regional Scope of the Study

The regional scope set for the study was Bangalore city. Several IT organizations are located in the various suburbs of the Bangalore.

6. Limitation of the Study

The present study is limited to the selected IT organizations around the Bangalore. Thus, the result of the study cannot be generalized to the other areas situated in other district of Karnataka.

7. Result and Discussion

The following table indicates gender wise distribution of the respondents (IT employees)

Table No.1, Gender wise distribution of the selected Respondents

Description	Frequency	Percentage
Male	71	59%
Female	49	41%
Total	120	100%

There were 59% selected male respondents and 41% of female respondents in the selected IT organizations.

Table No.2, Age wise distribution the selected Respondents

Age group	Frequency	Percentage
25 to 35 years	69	58%
36 to 45 years	37	30%
46 to 55 years	14	12%
Total	120	100%

It is revealed that, majority of the respondents (58%) are belonged to the age group of 25 to 35 years. 30% respondents are belonged to the age group of 36 to 45 years and only 12% respondents are in the age group of 46 to 55 years.

Table 1(B): Working Experience of Respondents (in years)

Sr. No.	Working Experience	No. of Employees	Percentage
1	1 – 6	37	31%
2	7 – 10	64	53%
3	Above 10 years	19	16%
	Total	120	100%

The total sample size of IT organizations of the selected IT organizations was 120 of which 71 were male respondents and 49 were female respondents.

Majority respondents (i.e.53%) were having 7 to 10 years of working experience, 31% were having from 1 to 6 years of working experience, 16% respondents were having more than 10 years of experience.

Table 2(A): Utilization of Employee Talent by Management (Employee’s Opinion)

Sr. No.	Opinions	No. of Employees	Percentage
1	Always	78	65%
2	Seldom	32	27%
3	Never	10	8%
	Total	120	100%

Majority of the employees that is evaluated 65% employees have opined that their talent is always utilized by Management. 27% employees opined that their talent is utilized by Management very rarely and only

8% employees opined that management has never utilized their talent.

Table 2(B): Talent Areas Appreciated by Management (Employee’s Opinion)

Sr. No.	Talent Areas	No. of Employees	Percentage
1	Innovativeness	24	20%
2	Management	36	30%
3	Creativity	26	22%
4	Leadership	14	12%
5	Technology	20	16%
	Total	120	100%

According to 20% employees, innovative talent is mostly appreciated by management, 30% employees opine that they are appreciated by the management member for their management skills. Creativity talent is the most appreciated talent area of management, opined by 22% employees. Technological skills or talent is mainly appreciated by management, opined by 16% employees. According to 12% employees, skills of leadership or talent in leadership is the main talent area which is appreciated by their management.

8. Conclusion

Management should be focus on the employees talent, because many times management never aware about employee's talent. Then identify of employee's talent is one the way to increase the employee's performance and their creativity and also there should be arrangement of training programmes for utilizing the employee's talents.

9. References

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