



Asia Pacific Journal of Research

A peer reviewed international Journal

IMPACT FACTOR : 6.58

Print -ISSN -2320 - 5504
Online-E-ISSN - 2347 - 4793



University Grants Commission

Approved Journal S.N.45797

TALENT MANAGEMENT IN COMPETITIVE BUSINESS ENVIRONMENT – AN EXPLORATORY STUDY

K.NAGESWARA RAO

Research Scholar—Ph.D. (Management) (Part-Time)Reg. No. PP MAN 238

Rayalaseema University, Kurnool.

Dr.M.SRINIVASA NARAYANA

Research Guide ,Professor and Director,

Department of MBA,Narasaraopeta Engineering College, Narsaraopet, Guntur Dist., A.P.

ABSTRACT

Managing talent in a global organization is more complex and demanding than it is in a national business and few major worldwide corporations have risen to the challenge. Talent Management is one of the techniques adopted by east India Company in pre independence era to acquire, manage and retain the human resources in their company. Talent management is not only to select the appropriate talent, but to manage existing talent effectively and efficiently, with high motivation, commitment, and maximizing performance of added value. The practices adopted generally differ from industry to industry in many cases and certain practices are more suitable for certain industries over others. At the same time there are some practices which are prevalent in most of the industries.

Key words: *Working Strategies, Recruitment, Industry, HRM, Talent Management.*