

## Talent Management – a Theoretical Framework for Talent Retention in Indian IT Sector

*Usman Mohideen K S<sup>1</sup>*

*Dr.S.Subramaniam<sup>2</sup>*

### **Abstract**

*The key success for any organization in current competitive world is to retain highly talented performers- Owning talented employees. Every organization wants to own best talent in the industry. Talent management is a tool to retain IT employees and to enhance the performance of the individual and organization. The retention rate is alarming in Information technology industry and its highest when compare to any other industry. Retaining high fliers in the organization is the key challenge for every organization. This retention through talent management strategy has various factors. The study is based on review of literature and processed source of information.*

**Keywords:** *Talent, Talent Management, Talent Management Factors, Retention of Talents, Information Technology Industries*

### **REFERENCES:**

1. Anne Lueneburger. (2012), Retaining High Potential Talent: Assessment and Coaching as a means of Avoiding the "Mahna-Mahna" Effect, International Journal of Evidence Based Coaching and Mentoring, Vol 10 No 1 February, 2012.
2. Chartered Institute of Personnel and Development. (2007), Learning and Development, The Chartered Institute of Personnel and Development, London, 2007.
3. Cindy Wang-Cowham. (2013), Developing talent with an Integrated Knowledge-Sharing mechanism: an Exploratory Investigation from the Chinese Human Resource Managers Perspective, Human Resource Development International Journal, Vol 14 No 4 September, 2011, 1367-8868.
4. De Vos Ans & Dries Nicky. (2013), Applying a Talent Management lens to career Management: The role of Human Capital Composition and Continuity, International Journal of Human Resource Management, Vol 24 Issue 9, July, 2013

<sup>1</sup>Assistant Professor, Sri Sai Ram Institute of Management Studies, West Tambaram, Chennai,

<sup>2</sup>Professor&Head (i/c), Department of Management Studies, Tamil Nadu Open University, Saidapet, Chennai

5. Hassan Darvish, Zahra Najafi & Reza Zare. (2012), Evaluate the Level of Talent Management Competencies and its Relationship with Intention to Quit the Organisation, Journal of Basic and Applied Scientific Research, 2012. ISSN 2090 - 4304.
6. Hayati Abdul-Jalal, Paul Toulson & David Tweed, (2013), Knowledge Sharing Success for Sustaining Organisational Competitive Advantage, Procedia Economics and Finance 7 , International Conference on Economics and Business Research 2013 (ICEBR 2013).
7. Hodges Detuncq Toni & Schmidt Lynn. (2013), Examining Integrated Talent Management, Vol 67 Issue 9, September, 2013, ISSN 1367-3270.
8. Jyotsna Bhatnagar, (2007), Talent Management Strategy of employee engagement in Indian ITES employees: Key to retention, Asian Journal of Management Research, Vol 29 Issue 6, 2007, 0142-5455, ISSN 2229-3795.
9. Lewis.R.E and Heckman.R.J, (2006), Talent Management: A critical review. Human Resource Management review, 16, 139-154, 2006.
10. Maitri Shah, (2011), Talent Retention through Employer Branding, Journal of Marketing and Communication, 2011, 1352-7266 (Print), 1466-4445 (Online).
11. Maya.M & R.Thamilselvan, (2012), Employee Engagement Variables in Talent Management-A Comparative Analysis on Two IT companies in Chennai City, European Journal of Scientific Research, Vol.91 No.3 November, 2012, 1450-216X.
12. Neeti Leekha Chhabra & Aparna Mishra, (2008), Talent Management and Employer Branding: Retention Battle Strategies, The ICFIAN Journal of Management Research, The ICFAI University Press, Vol VII No 11, 2008.
13. Oltra Victor & Vivas Lopez. (2013), Boosting organisational Learning through team based talent management: What is the evidence from large Spanish firms?, International Journal of Human Resource Management, Vol 24 Issue 9, July, 2013, 0958-5192.
14. Pallavi Srivastava and Jyotsna Bhatnagar, (2010), Employer Brand for Talent Acquisition: An Exploration towards its Measurement, Vision: The Journal of Business Perspective, Vol 14 Nos 1 & 2 January – June, 2010.
15. Rana Geeta, Goel Alok Kumar & Rastogi Renu, (2013), Talent Management in Paradigm shift in Indian Public Sector, Strategic HR Review, Vol 12 Issue 4, 2013.

16. Sajjad Waheed, Abdiihalim Ziam & Halil Zaim. (2012), Talent Management in Four Stages, The USV annalas of Economic and Public Administration, Vol 12 Issue 1(15), 2012,
17. Salopek Jennifer J, Harris Paul, Ketter Paula, Michael Laff & Juana Llorens. (2009), Bringing talent into focus, Training and Development Journal, Vol 63 Issue 10,2009, 10559760.
18. Tequia Burt. (2005), Leadership Development as Corporate Strategy: Using Talent reviews to Improve Senior Management, International Journal of Contemporary Hospitality Management, Vol 26 Issue 6 Nov/Dec, 2005, 8835381.
19. Usha Tiwari & Devanshi Shrivastava. (2013), Strategies and Practices of Talent Management and Their Impact on Employee Retention and Effectiveness, The International Journal of Management, Vol 2 Issue 4 October, 2013, 2277-5846.
20. Yalcin Vural, Pelin Vardarlier & Abdullan Aykir, (2012), The effect of Using Talent Management with Performance Evaluation System over Employer Commitment, Procedia-Social and Behavioural Sciences , 2012.