

AN EMPIRICAL STUDY ON RECENT TRENDS OF TALENT ACQUISITION PRACTICES IN IT SECTOR OF INDIA

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ABSTRACT

IT sector being the hot sector is known to generate highest number of opportunities for the talented youth.

Researchers have an opportunity to bring clarity and thought leadership to a popular topic that lacks coherence and rigor.

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 real challenge would be how we are able to incorporate all the sub systems & help them in achieving the ultimate goal-exceptional performance. In a high performance driven industry like IT, this becomes all the more important. People have to be groomed to get in tune with the performance culture. Creating an environment that stimulates the creation of knowledge, its sustenance & its dissipation throughout the organization will be the challenge for organizations . Meeting this organizational supply and demand requires the right “Talent DNA” and supporting technology solutions. By implementing an effective talent management strategy, including integrated data, processes, and analytics, organizations can help ensure that the right people are in the right place at the right time, as well as organizational readiness for the future.

KEYWORDS: Talent management, IT sector, recent trends , india

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