

TALENT MANAGEMENT: A PROCESS VIEW

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ABSTRACT: There is an extensive discussion among practitioners on the talent challenge faced by organizations. The concept of talent management is recommended as a panacea for any talent issues since Mckinsey & company coined the term ‘War for talent’ in 1997 for their research on talent management & practices. Despite the growing significance, talent management still lacks clarity on conceptual definition and scope. Many organisations rename their current Human Resource management system as talent management due to attractiveness, which degrades the value of the concept. As there is a lack of a common agreement on the essentials of a talent management process in the organisation, it is easier to rebrand HRM as talent management. Based on an extensive review of literature the present article outlines an integrative framework of talent management process centered on identification of key positions and workforce segmentation. It also recognizes competency mapping as the base of talent management system in any organisation.

KEYWORDS: Talent Management, Competency Mapping, Key Positions, Workforce Segmentation.

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