

A Study on Talent Development Process With Reference To IMA Logistics Service Limited, Chennai

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ABSTRACT-Talent development refers to the process of attracting, selecting, and training, developing and promoting employees through an organization. Managers who focus on developing talent in-house ensure their employees have the tools and resources they need to perform well, receive proper compensation and transition to leadership roles. Internally developed leaders are valuable assets because over time they have developed the necessary core competencies and internalized company values. Talent management is the systematic attraction, identification, development, engagement retention and deployment of those individuals with high potential who are of particular value to an organization. The type of research design used in descriptive in nature and the required primary data has been collected using a structured questionnaire as the research instrument from a sample of 110 employees. Convenience sampling method is used to collect the data. The structured questionnaire consists of multiple choices, close ended and dichotomous questions. The collected data has been analyzed using various statistical tools such as chi-square test, one sample run test, rank correlation, H-test and percentage-analyses test. This study reveals to find out the talent development process and the study it is suggested the effective solution for improvement to talent of an employees and maintained workplace environment.

KEYWORDS: Talent, Retention

I. INTRODUCTION

Talent development can also refer to the process of professional development for an actor or other type of entertainer. This sort of training and development is often provided or assisted by a performer's agent or professional manager, and commonly focuses on helping the performer better understand the professional side of his or her industry. Such talent development is quite common for young performers and is intended to help the performer have a better sense of how to behave and what to expect as a professional entertainer.

While not all agents and managers provide such development, it can often help a new performer better understand the finances and business involved in his or her career. Talent management is about more than just attracting and retaining talent. It is also about researching, developing, and implementing a series of human resource (HR) initiatives and looking at how these initiatives fit together to manage the talent available to a Department. Building and enhancing employee potential will not only benefit employees, it will also support the organization in meeting its goals and objectives while focusing on the provision of excellence in public service. The development of an Integrated Talent Management Program (ITMP) can be used by departments as a key strategy for addressing a number of critical HR issues in the Newfoundland and Labrador Public Service. Managing an organization's HR and the talent that is available to the organization is both a corporate and a departmental priority. This guide provides departments with some general tools and processes that can be used in developing a department-wide ITMP or one that is specific to a particular occupational group.

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II. OBJECTIVES

PRIMARY OBJECTIVES

- ❖ To identify the talent of employees in the organization.

SECONDARY OBJECTIVES

- To identify the effectiveness of training.
- To identify the factors which influence employee engagement.
- To identify the factors which influence employee talent as a competitive advantage.
- To develop the employee creative skills and knowledge.
- To find out the performance and efficiency of an employees.

III. NEED FOR THE STUDY

- ❖ This study helps to identify the best training aids.
- ❖ This study helps to provide good relationship between employee and superior.
- ❖ It helps to promote personal growth of employee in the organization.
- ❖ It helps to take effective decision making in the organization.
- ❖ To improve the productivity of an organization.

IV. SCOPE OF THE STUDY

- ❖ This study can be used to take the appropriate change to improve the effective training.
- ❖ This study helps to bring out mutual understanding and co-operation among the employees.
- ❖ This study helps to improve the career development of the employees.
- ❖ This study helps to identify the best solution in problem solving.
- ❖ This study helps to increase the profitability through performance efficiency.

V. RESEARCH METHODOLOGY

Descriptive Research

Descriptive Research has been used; it involves surveys and fact – findings enquirer of different kinds the major purpose of descriptive research is the description of the state of affairs, as it exists at present.

Non Probability/ Probability sampling Random sampling is the purest form of probability sampling. Each member of the population has an equal and known chance of being selected.

Sample Unit

Over 110 samples were used for the purpose of the study these samples were drawn from various departments of employees

Tools used for the study

The statistical tools applied for the study include the following are Percentage analysis, Chi-square test, One sample run test, Rank correlation, H-test

Test No.1 ONE SAMPLE RUN TEST

To find the company provide self development program.

HYPOTHESIS:

Null Hypothesis H₀: There is management support in completing task.

Alternative Hypothesis H₁: There is no management support in completing task.

r=49

n1=82=YES

n2=28=NO

|z| = $\frac{r - \mu_r}{\sigma_r}$

 σ_r

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$$= \frac{49-43}{3.95}$$

$|z| = 1.52$

Z table @ 0.05 LOS

Z tab = 1.96

Cal z = 1.52 < Tab z = 1.96

So, we accept H₀

RESULT:

We accept H₀

CONCLUSION:

There is management support in completing task

Test no .2 CHI-SQUARE TEST

To find out the significance difference between the awareness of training program and update with latest technology.

HYPOTHESIS

Null Hypothesis H₀: There is no significance difference between the awareness of training program and update with latest technology.

Alternate Hypothesis H₁: There is significance difference between the awareness of training program and update with latest technology.

$$\text{Calculated } \Psi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

$$= 2.2533$$

$$\text{LOS } \alpha = 5\%$$

$$= 0.05$$

$$\text{Tab } \Psi^2 (4, 0.05) = 9.488$$

Therefore the Calculated value (2.553) < Tab Value (9.488)

RESULT:

We accept H₀ and reject H₁

CONCLUSION:

There is no significance difference between the awareness of training program and update with latest technology

Test No. 3 KARL PEARSON CORRELATION OF CO-EFFICIENT

AIM: To find out correlation between the employee engagement and working hours differentiates in the organization

$$r = \frac{\Sigma xy}{\sqrt{\Sigma x^2} \sqrt{\Sigma y^2}}$$

$$= \frac{2156}{\sqrt{1658} \sqrt{2936}}$$

$$= 0.978$$

RESULT:

There is a positive correlation between the employee engagements and working hours differentiates in the organization.

Test No. 4 H - TEST

Aim: To test relationship between the factors affecting employee in the organization.

Null hypothesis (H₀): There is no significant relationship between factors affecting employee in the organization.

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Alternative hypothesis (H₁): There is significant relationship between the factors affecting employee in the organization.

$$H = \frac{12}{N(N-1)} \left(\frac{(R1)^2}{n1} + \frac{(R2)^2}{n2} + \frac{(R3)^2}{n3} + \frac{(R4)^2}{n4} + \frac{(R5)^2}{n5} \right) - 3(N+1)$$

$$= 0.110$$

Table Value:

Degrees of freedom = (K-1)
= (5-1)
= 4

Tabulated value for 4 dof and 5% level of significance = 9.488

Result: Since the table value is greater than the calculated value. So, we accept the null hypothesis H₀.

VI. FINDINGS

- 49% of respondents neither agree nor disagree and 2% of respondents strongly agree towards the retaining of employees.
- 90% of respondents say yes and 10% of respondents say no towards performance valuation for development in the organization.
- 58% of respondents agree and 6% of respondents strongly disagree to that learning provides way to improve productivity.
- 87% of respondents say yes and 13% of respondents say no management support towards in task completion.
- 43% of respondents neither agree nor disagree and 9% of respondents strongly agree towards the work involvement increase job performance.
- 96% of respondents say yes and 4% of respondents say no towards the self-development program in the organization.
- There is management support in completing task.
 - There is no significance difference between the awareness of training program and update with latest technology.
 - There is a positive correlation between the employee engagements and working hours differentiates in the organization.
 - There is no significant relationship between factors affecting employee in the organization.
- There is positive correlation between the factors which motivate the employees in the organization

VII. SUGGESTIONS AND RECOMMENDATIONS

- The company may improve the better training methods for developing the employee's talent.
- The company should increase more facilities and concentrate more on retaining talented employees.
- The company should focus towards target provided to their employees.
- The company should recognize the employees for the involvement towards job involvement and provide rewards.
- The organization should take measure in identifying an opportunities for the development of employees key skills.
- The company has to give importance towards latest technology adopted and implemented in their training program.

VIII. CONCLUSION

- Talent development often refers to the process by which management and high level professionals at a business are trained and coached to become more effective managers and leaders. While this term can be used to refer to any type of professional development within a company, it is often reserved for higher level

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employees and officers. The exact process used by a company can vary, depending on its preferences, though generally it is meant to impart greater leadership and managerial skills.

- Top management should take measure to develop the skills of an employee. Organization should develop their retention strategies towards the retaining employees. The management should continue their support to the employees in task completion. The company should motivate the employees more to develop work involvement.
- The research concludes that the organization has to focus on retaining the talented employees and provide measure to improve their talents. A special training and counseling measure to be implemented by the organization which is more helpful to develop the employee talent.

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