

UNIT-4

Talent Management

Topic: Role of HR in TM

Value Chain

The Talent Value Chain

- Idea should be Unique, Authentic, and Genuine
- Provide the Right Resources to the right one
- Information provided should be Adequate, Accurate, and Free Flowing at All Levels
- Expose the Idea to the Right People and Involve Those People Intensely

Value-chain Analysis

- Identify or clarify your overall competitive strategy
- Activity analysis
- Value analysis
- Planning

Role of HR in Talent Management

- Talent management focuses on some specific, critical day-to-day activities overseen by HR teams.

Here's a closer look at some of these important activities

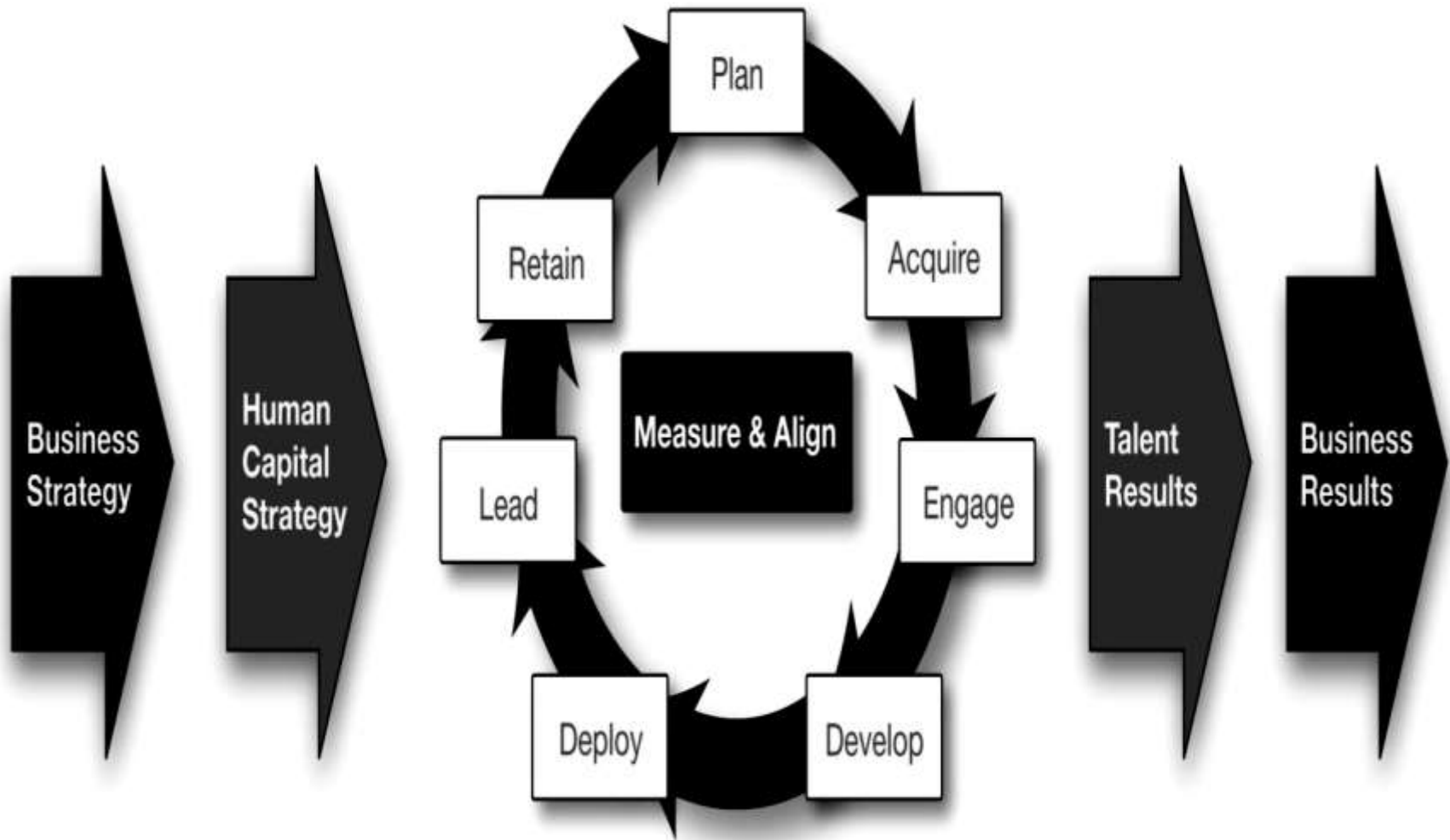
- Recruiting
- Performance Management
- Career Management
- Leadership Development
- Organisational Strategy

Role of Talent Management in building Sustainable Competitive Advantage to an Organisation

Technically the advantages have been divided into two

- non-contingent and differentiating capabilities.

Integration and future of Talent Management



Resources

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