



**A STUDY ON TALENT MANAGEMENT AND SUCCESSION PLANNING IN
QRIOCITY VENTURES PRIVATE LIMITED**

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Abstract

Talent management is a strategy planning for organizations believe the enable them to retain their top talented employees and improve performance of organisation. It is the process of effectively recruit the right people, preparing them to take up top positions in future, assessing and managing their performance and also succession planning of organisation. The organizations complete repository of knowledge is also gone out of the hands of the organization. The main objective of the study was to find out the talent management in study area. The random sampling technique was used to collect the data for this research study. The statistical techniques were applied to the data analysis. The results indicate that a good requires there is partial impact of talent management on the performance. If this talent is appropriately managed and deployed at the right places, then, the organizations can make their captive use in order to increase their growth and profitability

Key words: *Talent management and Qriocity Ventures Private Limited*

Introduction

Nowadays the concept of talent management is distinguished as fairly new and it has attracted the interest of most of the researchers (Lewis and Heckman, 2006), so the organizations are required to distinguish between their employees according to their performances (Kontoghiorghes, 2016; Mensah, 2015). The talent management concept is emerging slowly in today's business environment. The human resources also called as the human capital of the organizations serve as the most important component of achieving competitive edge and now, the organizations that function at a global level have started to realize their value and importance. The research gave a detailed review based on other studies that were conducted in the past and they found out that in the 21st century, the concept of talent management is debatable but it definitely leads to a high performing organization. Oladapo (2014). Talent management is all about getting the right people for the right position at the right place and also at the right time. For this, the organizations need to understand how its employees in future and getting them to behave different from the past to get better results. The ultimate goal of talent management practices or programs implemented by the company must be to get the right people for the right jobs in order to make the company successful but this goal is not that easy to achieve as it sounds. Sireesha and Ganapavarapu (2014).

Statement of the problem

The purpose of this study is to examine every major organisation is aiming to operate its worldwide. Talent Management Practices identify people with many talents; encourage them to use their talents to their potentiality. For the purpose

Data Analysis and Interpretation

of this study, the researcher has taken only study area. Talent Management takes all efforts to boost up the morale of the work force to retain them and reduce the labor turnover. It is imperative to study the importance of Talent Management Practices followed by the study area. These choices, in the eyes of the individuals, influence the direction for their careers. Techniques and implementing for talent management.

Objectives of the study

- ✓ To study about Talent Management by this company
- ✓ To examine the importance of Talent Management in study area
- ✓ To analyze how talent management in study area

Hypothesis of the study

- There is no significant difference towards talent management with respect to educational qualification.

Sampling Technique and Sample Size

The study is based on the Primary data information has been collected from 100 respondents through questionnaire from study area. By adopting random sampling method, the researcher personally met the employee in study area.

Procedure

Questionnaire was collected from study area. The respondents were staff members who were working in the organisation. The questionnaires were given to employees who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Tools for Data Analysis

The statistical tools One way ANOVA are used for analyzing data.

Table:1 One way ANOVA analysis shows mean difference towards Talent management based on Education

Variable	Employees Education	N	Mean	SD	F	P
Talent management	ITI / Diploma / School	11	4.29	0.506	41.622	0.001
	UG Level	33	2.85	0.040		
	PG Level	38	3.61	0.277		
	Other	18	3.68	0.329		
	Total	100	3.86	0.547		

Source: Primary data

The one-way ANOVA analysis is conducted for the sample of 100 employees, to validate the significant difference towards talent management with respect to educational qualification. Independent variable educational qualification is classified into four groups such as ITI / Diploma/ school, UG Level, PG Level and Other. Frequency distribution, mean, standard deviation, F ratio and p values are calculated and following hypotheses are framed.

Null hypothesis H_0 : There is no significant difference towards talent management with respect to educational qualification.

Talent management obtained F value is 41.622 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the talent management differ significantly among the different employee's education. It is clearly found from the F test shows that there is significant difference towards talent management with respect to employee's education. ITI / Diploma / school level of employee's education are highly rated towards talent management when compared respective categories.

Conclusion

This research entitled "A study on talent management and succession planning in qriocity ventures private limited" has so

far discussed analysis and interpretation. Descriptive research design was adopted in this study. This study has simple random sampling technique to collect data from employee. The sample size consisted of 100 employees. In this study, talent management was dependent variable demographic was considered as independent variable. Further these variables were taken to statistical analysis with respect to demographic profiles of the employee. One way ANOVA analysis was used for data analysis. The analysis found that there is significant difference towards talent management with respect to demographic profile of the employee and also skills and capabilities, planning strategy and governance, digital processes and automation, hiring, training and, performance organisation, employee commitment, career development, and demographic information of talent management.

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