INTERNATIONAL JOURNAL OF INFORMATION TECHNOLOGY AND MANAGEMENT SCIENCE

ISSN 2231-6752

A STUDY ON TALENT MANAGEMENT STRATEGIES AND HR PRACTICES AT TATA CAPITAL LIMITED, THIRUPANANDAL

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ABSTRACT

HR practices are the means through which human resources personnel can develop the leadership of staff. This occurs through the practice of developing extensive training and motivational programs, such as devising systems to direct and assist management in performing on going performance appraisals.

Talent management touches on all key HR areas, from hiring to employee on-boarding and from performance management to retention. The purpose is to increase performance. It also aims to motivate, engage, and return employees to make them perform better. Organizations are made up of creating value through business activities. An organization must make sure that it has a continuous and integrated process for recruiting, training, managing, and compensating these people.

KEY WORDS ; organizational performance [1], productivity [2], employee satisfaction [3.] *Recruiting* [4], *training,*[5]