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Systematic Literature Review: Strategic Application of Talent Management In Organisations

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Abstract: Talent is considered as the potential or ability that varies from person to person when planning organizational development programs and is a concept that is still debated in modern times. If managed well, talented human resources will support the implementation of the organization's growth strategy and contribute to achieving organizational goals and economic growth. The research method uses SLR based on the reporting items selected for the systematic review. The findings show that talent management and retention is considered a top business priority, and organizations want to evaluate the performance of these employees to increase organizational commitment and avoid market defection.

Keyword: Managed Talent, Strategy.

INTRODUCTION

Engaged employees, especially those who take the organisation's identity seriously, value belonging, and support the organisation's goals and values, are more likely to stay with the organisation. Now that everything is sorted out, we're ready to go. it's hard. results. (Kindt et al., 2009). It is clear that the retention and further development of talented (or valuable) employees is often the most important aspect of an organisation's human resource management strategy (Peterson, 2005). Human resources are one of the most important weapons in any company's arsenal, and many observers consider them to be the most useful resource for achieving and maintaining competitive advantage (Tlaiss et al., 2017). Well-managed talented human resources can lead organisational efforts in implementing growth strategies, thus ensuring organisational stability and promoting economic growth (Matongolo et al. Event, 2018). Human capital management has gained scientific support over the past decade, as the importance of human capital as a competitive tool and source of competitive advantage has been recognised globally (Tlaiss et al., 2017). Talent management is important for two main reasons. The first is effective talent management. This helps organisations ensure the successful recruitment and retention of key talent. The second relates to the extent to which employees believe that talent management should be an important part of attracting employees into the organisation. An organisation's ability to address both challenges is a key

factor in its success and, in some cases, its survival. Aligning talent management with strategic business objectives is in line with the recommendations in the book *Battle for Talent*, and Chambers (1998) states that organisations should "make talent management a top corporate priority. In this context, you need to create a business imperative that is aligned with your organisation's goals. Talent management should be considered critical to achieving organisational goals in attracting significant attention and resources. Good talent management also contributes to employee satisfaction. Employees who are satisfied with their jobs tend to be more loyal and perform better. Good talent management and optimal employee performance also bring a number of additional benefits to the employee's company (Zahara Tussoleha et al., n.d.).

METHOD

A method is a way of doing something by researching from several previous studies based on the steps taken during the investigation either to find data or extract existing materials. In this research, the (SLR) method is used to identify, analyse and evaluate relevant and pertinent research. The research includes several stages, namely literature selection method, synthesis method and objective analysis method. In the process of selecting articles, this research uses Systematic literature review to select articles.

RESULTS AND DISCUSSION

The purpose of this study is to examine the effect of protein gradients on talent retention, including exit intentions. Research shows that talented people are more committed to their organisations and satisfied with their jobs, exceeding expectations even if they do not intend to do so. The results showed (Redondo et al., 2021): The title of the second study is: "Unemployment: A Critical Presentation and Call for Collaboration between Business and Academia", citing Kwok, L. (2022). Objective: To initiate an interesting discussion on the issue of labour shortages affecting the hospitality and tourism sector. The findings of this study suggest that the problem of unemployment due to lack of jobs will continue for many years to come. Collaborative Efforts Between Business and Academia in Talent Management (Kwok, 2022. Third Study Luna-Arucas R. Danville-Dale Valley J. (2022) "Human Resource Management and Organisational Commitment: The Mediating Role of Satisfaction"; the purpose of this study was to examine various financial and non-financial variables of business success, thus influencing how the application of labour laws and labour management concepts support or do not support the business intermediation model, which provides the SEM model and the need for effective and related talent management. A study on reward systems (Luna-Arocas, 2020) was conducted to explore the role of talent management in developing organisational sustainability, as well as the significant impact on sustainability. It showed that the seven dimensions of talent management (attraction, development, and retention) have a significant impact on organisational sustainability.

The fifth study was conducted by Kumar S (2022) with the title "The Impact of Human Resource Management Practices on Employee Turnover and Retention Intentions". The purpose of this study is to determine the personal functioning characteristics of repair workers. A descriptive study was conducted to determine the impact of talent management strategies on employee retention. Employees prefer to stay in organisations that offer opportunities for career growth and advancement. Results. The analysis revealed that there is a significant relationship between human resource management practices, employee turnover, and employee retention rates. These findings suggest that talent management practices are a step towards employee retention (Kumar, 2022). Monteiro Guerra JM D'Ambilla del Valle I Mendes-Suarez M (2023) "The impact of digital transformation on talent management", 20 references. The aim of this study was to analyse the impact of digital transformation on talent management processes. Ensure that companies invest in each programme. The results of this

study show that organisational changes introduced by the digital revolution can have an impact on talent management and employee attraction and retention (Monteiro Guerra et al., 2023). The purpose of this study is to fill the research gap on talent retention in the context of cross-border mergers and acquisitions. The findings of this study point to the need to balance human rights and human resource information.

This will help you better understand your talent and their needs and develop long- and short-term retention strategies (Holland and Scullion, 2021). Talent management is important for two main reasons. The first is effective talent management. This helps organisations ensure the successful recruitment and retention of key talent. The second relates to the extent to which employees believe that talent management should be an important part of attracting employees into the organisation. An organisation's ability to address both challenges is a key factor in its success and, in some cases, its survival. Aligning talent management with strategic business objectives is in line with the recommendations in the book *Battle for Talent*, and Chambers (1998) states that organisations should "make talent management a top corporate priority. In this context, you need to create a business imperative that is aligned with your organisation's goals. Talent management should be considered essential to achieving organisational goals in attracting significant attention and resources" (Chambers, 1998). The purpose of this study was to determine the relationship between leadership, job satisfaction and voluntary turnover among selected civil servants in South Africa. Research shows that there is a negative attitude towards managers. Talent management, including talent development, performance management, talent retention strategies and compensation practices. Behavioural leadership capabilities are associated with job satisfaction (Barkhuizen & Gumede, 2021).

This SLR study is for talent management and analyses policies related to the local talent management process. The qualitative research addressed the three main themes of this study: knowledge retention, knowledge development, and knowledge benefits. The results confirmed that most of the surveyed universities were satisfied with their professional skills with similar answers to the tasks. According to researchers, there are many factors that contribute to the importance of talent, such as social networks for employees, social support for employees with disabilities, having fun, innovative leadership and reputation (Mohamed et al., 2020).

The results of the literature study of previous studies are the migration process and discuss the role of business intelligence management in addressing the problem, drawing attention and controlling experience in this study. The results show the influence of controlling task knowledge. managing skilled migration at the national level. The results show that the push factors at the personal level, economic and social support (family relationships, international knowledge and culture) influence the migration decision of graduate students Joos S.; Lenz J. et al.; Burbach, R. (2023). Research on how small and medium-sized enterprises (SMEs) can foster talent management collaboration to address the growing talent shortage in the hospitality industry along with the spread of Covid-19. From the results of the review of the literature with the function of SMEs with a shortage of human resources. It can help these companies overcome talent shortages through collaboration in talent management (Joos et al., 2023). This research aims to better understand how the Greek organisational context affects talent management. The findings of this research are internationally orientated adopting complementary knowledge management strategies.

The authors suggest that SMEs adopt capacity development strategies to address capacity shortages (Kravariti et al., 2021). The purpose of this study is to examine the impact of intellectual talent management in hospitality organisations in Nigeria using survey methodology. The results of this study confirm that technical management issues affect the quality of intellectual property in the hospitality industry in Nigeria. The findings of this study also show the benefits of talent management in improving hotel efficiency and supporting

hospitality through the means of talent management activities (Edeh et al., 2022). This research aims to make the company an (internal) knowledge centre by considering how its founders and users are grounded. The results of this study show that by facilitating communication and collaboration with customers, collaboration opportunities provide support throughout the business life cycle while maintaining competitive identity and local knowledge.

The purpose of this study was to identify leadership characteristics that influence talent retention. The results of this study indicate that the retention and commitment of professional managers can, and do, perceive, respect, encourage and support personal growth and development ensuring flexibility and freedom in the performance of their duties. Employees who have high attachment, especially those who are truly committed to the organisation's identity, respect the organisation's sense of belonging, and support the organisation's goals and value system, are more likely to stay in the organisation. Organised and finally ready to go. It's hard. because of this. (Kindt et al., 2009). It is clear that retaining and further developing qualified (or valuable) employees is often the most important aspect of a company's HR Strategy (Peterson, 2005). Talent is one of a company's most important tools, and according to many studies, it is the most effective resource for achieving and maintaining competitiveness (Tlaiss et al., 2017). When managed well, knowledge-based people guide an organisation's efforts to implement growth strategies, ensuring organisational stability and financial growth (Matingolo Event et al., 2018). As the importance of talent as a means of competitiveness and a source of competitiveness has been recognised worldwide, talent management has gained scientific support in the last decade (Tlaiss et al., 2017). Capacity management is important for two reasons. The first is good talent management, which ensures an organisation's success in attracting and retaining key talent. The second relates to the extent to which employees believe that talent management should be an important part of attracting employees into the organisation. The ability of organisations to address both challenges has been a key factor in the success and, in some cases, survival of organisations. Linking talent management to business objectives is consistent with the recommendations of The Battle for Talent, where Chambers (1998) wrote that organisations should "make talent management a business priority". This is due to the need to create business needs that are aligned with organisational goals. Talent management should be considered a critical factor in achieving the goals of attracting organisational attention and attracting profits.

The results of this study show that Leaders have a significant influence on mood and climate, and have a positive impact on organisation and talent retention (May et al., 2021). The purpose of this study was to identify talent retention and to show that the retention and engagement of talented employees requires a leader who can give his or her own, respect them, encourage them, persist and influence developmental flexibility and freedom. The study shows a positive and significant relationship between specific leadership competencies and talent retention, which has a significant impact on emotional capital and also on organisational performance and talent retention. (Latukha, Mikhailova et al., 2022).

Empirical studies show that the ability to respond to specific needs and demands also provides a better brand identity (Wolfswinkel & Enslin, 2020). The study by Nguyen T-L (2020) loads with The purpose of this study is to determine the amount of knowledge used in textile industry associations in Binh Duong Province, Vietnam. The goal is to identify the steps needed to increase success in a competitive market environment. The results of this study show that it depends on the available resources, that is, the organisation should look for the following areas to improve its efficiency, among which it is important to build or find a place to build that will provide them with the best tools, and we should find them. Tools to train skills to show interest in your work and get it done (NGUYEN, 2020). The purpose of this study was to investigate the differences in skills retention between companies in different sectors. The results of this study show clear differences in the impact of talent retention that

can be observed in: private companies, foreign companies, other companies and industries. The results of this study can be compared across firms based on their size. While large firms are more likely to retain talent, small firms have more successful talent retention practices (Savov et al., 2022)

CONCLUSION

Talent management should be considered a priority for companies, therefore organisations are willing to invest in the skills of their employees to increase organisational commitment and avoid marketisation, centred for example on standards and delivering company value. Therefore, retaining qualified employees and creating value is one of the most important business functions today.

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