

TALENT MANAGEMENT AND DEVELOPMENT

AGMP (2023)

MODULE II



A strategic approach to HRM

PROF. SWETA SINGH

S1: 4TH JUNE

TAKE AWAYS

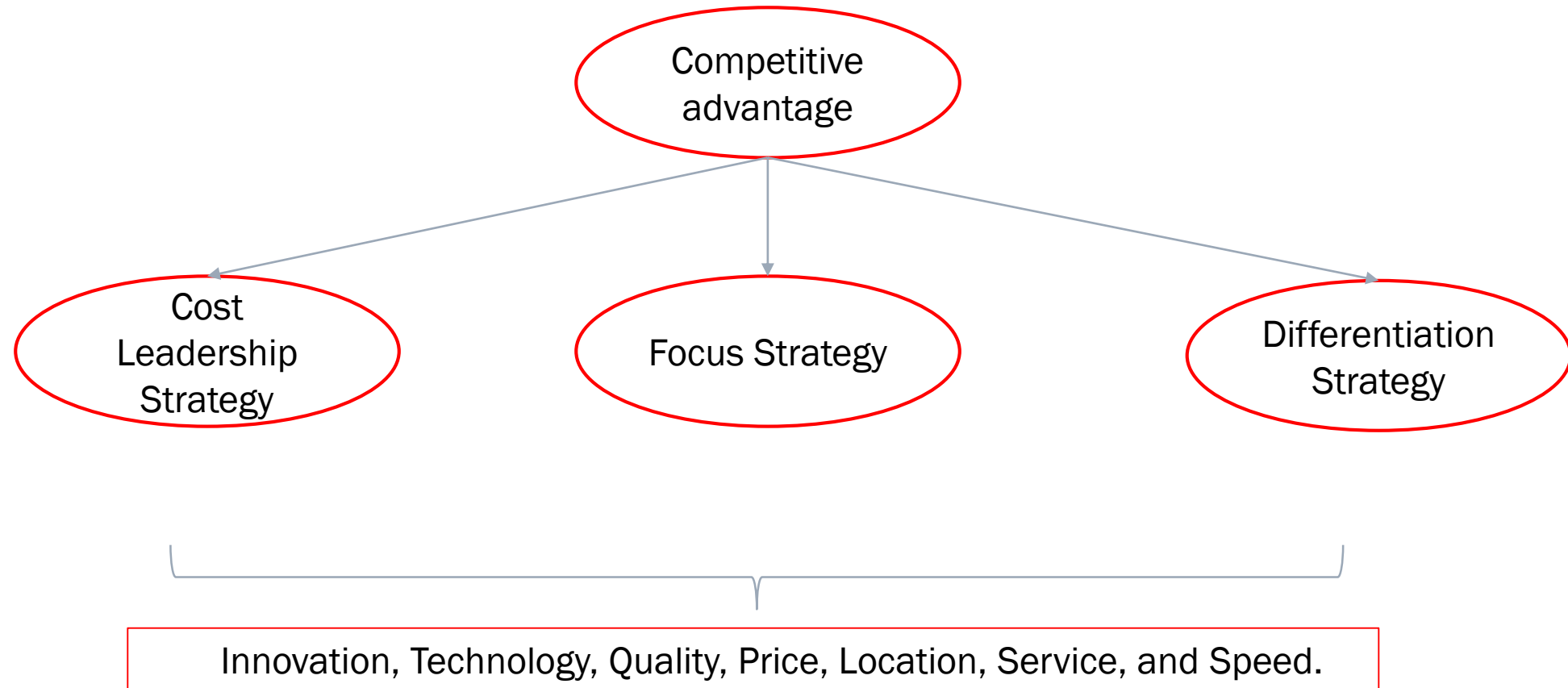
- What is competitive Advantage?
- What is human resource management?
- What is Talent Management?
- Who are the 'stars'?
- What is a 'Talent Life Cycle'?

What is Competitive Advantage?

...superior performance relative to competitors in the same industry or superior performance relative to the industry average.

To create a competitive advantage, a business must provide a clear benefit to its target market...

What is Competitive Advantage?



BUT are they sustainable?

HR as a source of 'sustained' competitive advantage

People are:

- Valuable
- Rare
- Inimitable
- Organization

HRM is the constellation of decisions and actions associated with managing individuals throughout the employee life cycle to maximize employee and organizational effectiveness.

What is Human Resource Management?

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What is Human Resource Management?

AMO Framework

Performance = f (Ability, Motivation, Opportunity)

S1: No Difference

S2: TM: A set of processes designed to ensure an adequate flow of employees into jobs throughout the organization (through succession planning).

S3: Talent Management involves using effective mechanisms to recruit, identify, develop, manage and retain key personnel or those who are sought after (the *high-performing and high-potential talent*).

What is Talent Management?

Who are these “stars”?

Who are these “stars”?

View 1: A/B/C Players (The Vitality curve)

View 2: Pareto Distribution (The 80-20 rule)

View 3: High Potential + High Performance

Difficult to replace
High Value added

How important is the 'fit'?

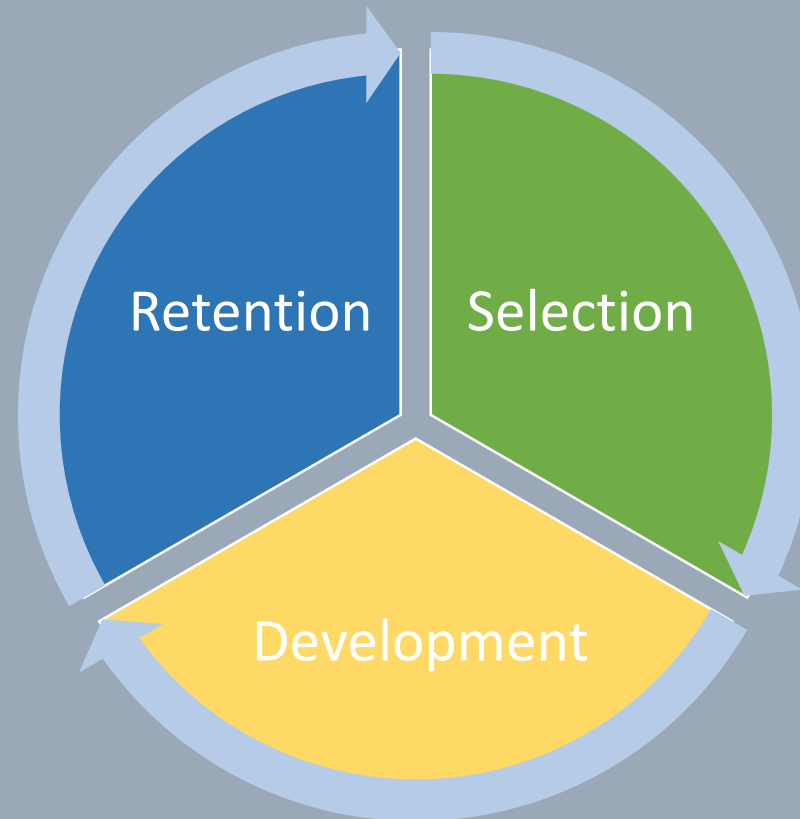
Person-Organization fit

Person-Job fit

Person-Vocation fit

The Talent Life Cycle

The Talent Life Cycle



THANK YOU

<https://www.youtube.com/watch?v=mAB0yazRFxU>

