

TALENT MANAGEMENT

Dr.G.Sureshkrishna
Dr. T.Sivakami



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Authored By:

Dr. G. Sureshkrishna

Associate Professor, Department of Management Studies, Arunodaya
University, Lekhi Village, Itanagar, Arunachal Pradesh, 791110

Dr. T. Sivakami

Assistant Professor (SG), Department of Management Studies Periyar
Maniammai Institute of Science & Technology (Deemed to be
University) Thanjavur, Tamilnadu, India

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Preface

In today's dynamic and competitive business environment, managing talent effectively has become a critical determinant of organizational success. Human Resource professionals are no longer confined to administrative roles; they are strategic partners who shape the future of organizations through effective talent management practices.

This book is specifically designed for students of Master of Business Administration (MBA) with a specialization in Human Resource Management. It aims to provide a comprehensive understanding of the concepts, processes, and practices of talent management, aligning academic knowledge with practical applications in the corporate world.

The content of this book has been carefully structured to cover key areas such as talent acquisition, talent planning, performance management, succession planning, career development, and talent development. Each unit is presented in a simple and systematic manner to facilitate better understanding and learning. Real-world relevance has been emphasized to help students connect theoretical frameworks with practical HR challenges.

Special attention has been given to emerging trends such as data-driven decision-making, AI in talent sourcing, and strategic workforce planning, ensuring that students are well-prepared to meet the evolving demands of the HR profession.

This book will not only serve as a valuable academic resource but also as a practical guide for aspiring HR professionals. It is expected to enhance analytical skills, critical thinking, and decision-making abilities among students.

The author sincerely hopes that this book will contribute to the academic growth and professional development of students and will be a useful reference for educators and practitioners in the field of Human Resource Management.

Acknowledgement

I express my sincere gratitude to all those who have supported and contributed to the successful completion of this book.

I would like to extend my special thanks to Dr. Sivakami for her valuable contribution as Co-author. Her insights, expertise, and dedication have significantly enriched the quality and depth of this work.

I am deeply grateful to my institution Arunodaya University and my department faculties for their continuous support, encouragement, and academic guidance throughout the development of this book. Their commitment to excellence has been a constant source of inspiration.

I would also like to express my heartfelt thanks to my wife, Rebeca Boro, for her unwavering support, patience, and encouragement. Her understanding and motivation have played a vital role in completing this work.

Finally, I thank all well-wishers and contributors who, directly or indirectly, have supported me in this endeavor.

Dr. G. Sureshkrishna

Dr. T. Sivakami

Table of Contents

Preface	IV
Acknowledgement	V
Table of Contents	VI

Title of Chapters	Page No.
<i>UNIT 1</i>	1 – 11
TALENT MANAGEMENT	
<i>UNIT 2</i>	12 – 38
TALENT PLANNING	
<i>UNIT 3</i>	39 – 68
TALENT ACQUISITION AND RETENTION	
<i>UNIT 4</i>	69 – 94
COMPETENCY MAPPING	
<i>UNIT 5</i>	95 - 131
PEOPLE CAPABILITY MATURITY MODEL	

ABOUT THE AUTHORS



Dr. G. Sureshkrishna, Professor in the Department of Management Studies at Arunodaya University. He holds a Ph.D. from Anna University and possesses extensive academic and research experience in the field of management. His areas of expertise include Human Resource Management, Systems, and Supply Chain Management. He is having more than 10 years of teaching experience.

He has made significant scholarly contributions, with more than 23 research publications, including 5 papers in Scopus-indexed journals. In addition to his research work, he has authored four books and has also contributed to innovation through published patents.

Dr. Sureshkrishna is actively engaged in academic and research activities, contributing to the advancement of knowledge in his areas of specialization. His dedication to teaching, research, and innovation reflects his commitment to academic excellence and professional growth.



Dr. T. Sivakami, is an accomplished academician with over 20 years of experience in the field of Management Studies. She is currently serving as an Assistant Professor (Senior Grade) in the Department of Management Studies at Periyar Maniammai Institute of Science and Technology, Thanjavur. She holds a Ph.D. in Management from Bharathidasan University and is qualified in both UGC-NET and SET, reflecting her strong academic foundation and commitment to excellence.

Her areas of expertise include Human Resource Management, Marketing, HR Analytics, and the application of Artificial Intelligence in recruitment. She adopts a multidisciplinary approach that integrates traditional management concepts with emerging technological trends, thereby enhancing both teaching and research outcomes.

Dr. Sivakami has published extensively in reputed academic journals and has contributed significantly to research in areas such as work-life balance, consumer behavior, and modern recruitment systems. In addition to her research contributions, she is actively involved in teaching, mentoring students, and participating in institutional development activities.

Her dedication to academic excellence, continuous learning, and knowledge dissemination makes her a respected figure in the field of management and an inspiration to aspiring scholars.

