

IMPACT OF TALENT MANAGEMENT PRACTICES IN IT SECTOR

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ABSTRACT

Organizations use talent management as a deliberate technique to draw in, nurture, and keep the talented people who are essential to their success. In today's rapidly evolving business environment and intense competition for skilled professionals, effective talent management has become essential for achieving organizational success. Attracting top talent, fostering employee growth, putting succession planning into practice, raising employee engagement, and advancing diversity and inclusion are all included in the objectives. Issues include the skills gap, the leadership pipeline, and the consequences of remote work decisions. Organizations are seeing the value of talent analytics, ongoing learning, and strong recognition initiatives as they manage these difficulties. For businesses to maximize their human resources and adjust to the constantly shifting demands of the market, talent management is vital and dynamic.

KEYWORDS: Talent acquisition, Organizational development, Information Technology, Human resources, Workforce retention.