

## AN IMPLEMENTATION OF TALENT MANAGEMENT FOR HIGHER EDUCATION INSTITUTES EXCELLENCE

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### *Abstract*

*Education is building pillars for generation of finished product in the form students with full of knowledge.so an application of Talent management in education system definitely improves the performance. UGC is providing various guidelines for higher education institute to develop and provide quality education. But if institute manage their Talent on their own then they can be better one.*

*Keywords: Talent management.*

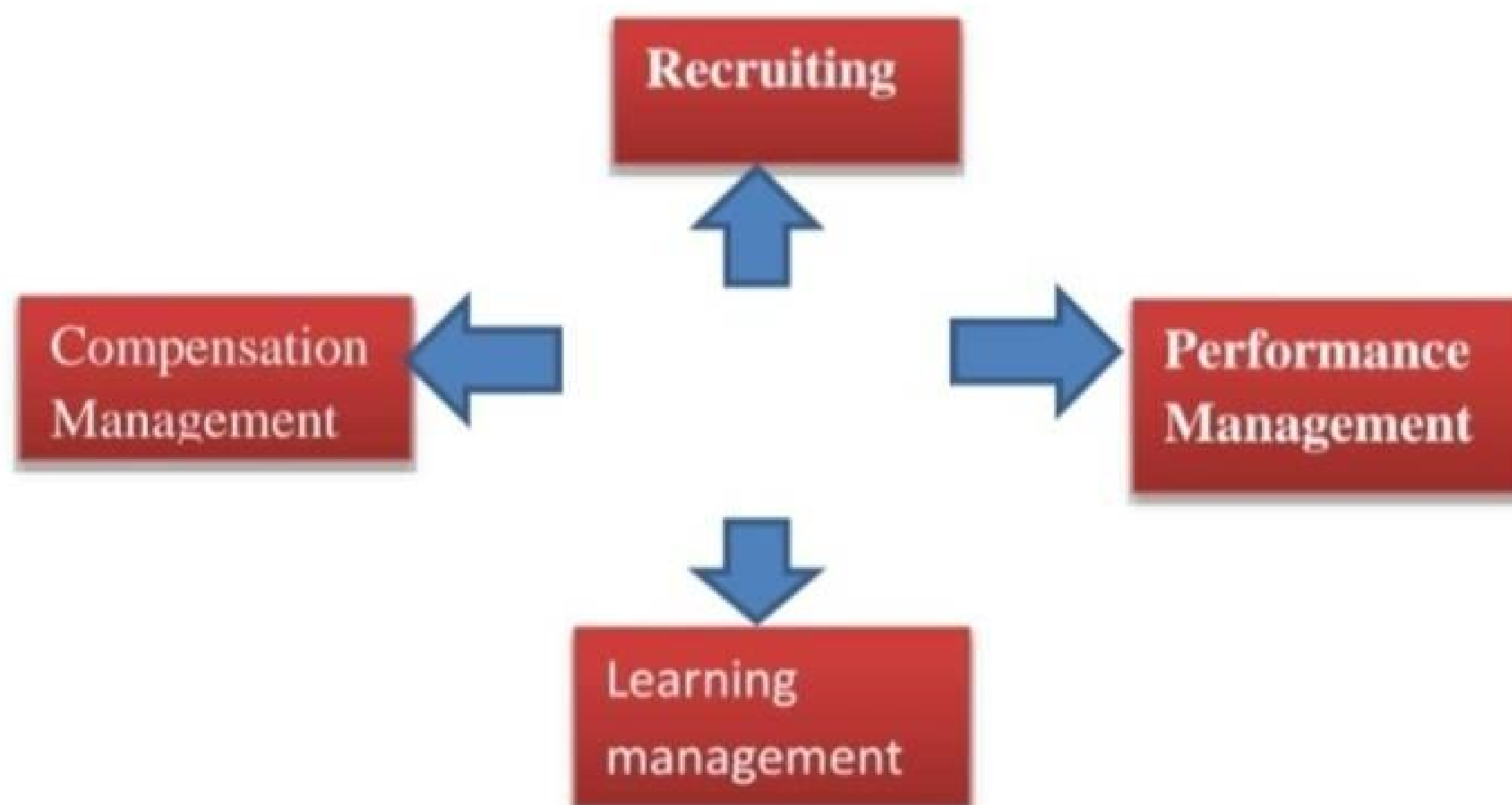
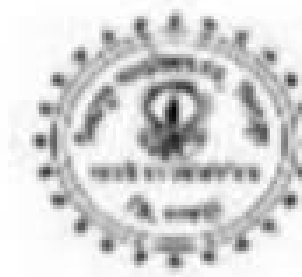
### 1. Introduction

We know that every institution has its own man power and everyone has some specialty and knowledge. But some time we enable to manage it which results in decrease in performance level. Field of education is now changing vastly. If we see traditional education system which is totally base on curriculum. But now a day's only curriculum is not sufficient we need to put some extra effort for multidimensional development of students so we have to manage talent in education institute to meet the required goal. Talent management is mostly used in large industries to meet the resource requirement and to improve the industrial performance.In institute many times we need to take decision or we do planning for event or academic progress if we make decision without talent management actually it is risky for institute.so that's why here in this paper we are discussing on talent management in HEIs.

### Talent Management:

Talent management is often referring to as human capital management. It is the process of recruiting, managing, assessing, developing and maintaining an organization's most important resource.[1]

Talent management is end to end process of planning, recruiting, developing, managing, and compensating employees throughout the organization. According to theory Four pillars of talent management are:[1]



**Fig1: FOUR PILLARS OF TALENT MANAGEMENT**

Now we discuss how these four pillars are applicable to HEIs

#### **Recruitment:**

Recruitment is the primary stage of any institution. Here we need to make selection of human resource as the human resource is the fuel for running an institution.

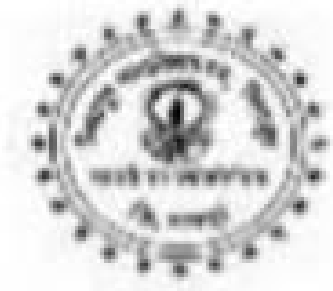
#### **Performance Management:**

Now a day only recruiting employees is not sufficient. But we need to manage them according to changing need. Today curriculum based activities are not sufficient we have to do the extra effort to develop skill among the students for that we need to develop skill ,responsibility taking environment, target chasing spirit.so performance management is necessary.so every institution need to have some mechanism for performance management. If we do performance management regularly we get some supper-keepers that handle all the subordinated, who work on their skill development and can enforce the workforce in right direction to fulfill the goals of institutions.

#### **Learning Management:**

Again learning management is essential task that every institution must do. Once we recruit human resource we need to promote them to capture new knowledge, arranging training programs, providing them learning resources. Again an institution need to have mechanism to measure the learning performance of human resource.so that an institute can make judgment who are able to make progress and learning abilities of employees.

#### **Compensation Management:**



A higher education institution Develop compensation management in institution to maximize returns from human capital. Compensation management means rewarding employees for their extra effort and extraordinary performances in institution.so that they get more connected to institution and their honesty and workability for the success of institution increased automatically. Means compensation management is fuel for channelizing human resource.

**Talent Management Assessment Tools:**

As describe by writer Berger in Talent Management Handbook on page number 6 -7-8 following are the tools:

1. Performance Appraisal
2. Potential Forecast
3. Institutional Competencies

Now hereby we are discussing how these tools can be implement in HEI's to improve their performance.

#### Performance Appraisal

Performance appraisal means measurement of actual results achieved in those areas for which an employee is held accountable.

In HEI, s there must be a mechanism for measuring the performance of an employee. To each employee some task must be given and his/her performance checked so that he or she can work for its self-appraisal and ultimately work for organization success.

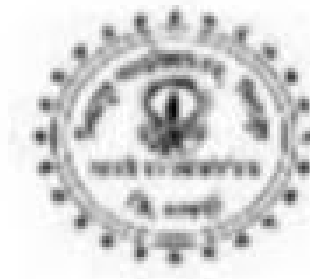
#### Potential forecast

Potential forecast means prediction of how many levels an employee can progress within an organization based on her/his performance.

In HEI employees at leading position must be trained so that they can forecast the capability of employee. Create policies for employee promotion.

#### Measurement scale

Every HEI must have measurement scales for performance and potential measurement so that institute success is perfectly achieved. But these scales should be simple to give accurate results.



### Institutional competencies

Institutional competencies are behavioral and skill expectation that are necessary for success of employee and entire institution. Following are some core competencies

That can be applicable to HEI for success.

1. **Action orientation:** HEI must be action oriented so that target and result can be achieved, every one ready to accept responsibility, obstacles can be overcome and result oriented environment created in HEI.
2. **Communication:** HEI must work on communication competency as every employee must have good oral as well as written communication. Employee must have ability to convey and share information with others. Better listening power and understanding of HEI goal and mission.
3. **Creativity /innovation:** HEI must create culture of innovation and improve existing system.
4. **Critical judgment:** Every employee in HEI must create ability to define issues and focus on achieving workable solutions
5. **Interpersonal skill:** HEI need to have culture of trust, confidence with each other, creditability and every one must be cooperative to each other.

### Conclusion:

Effective talent management in higher education institute increase the value of institute, decrease risk in decision making, fuel the productivity and innovation.

### Reference:

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2. **The Talent Management Handbook** By Berger (page No 6-7-8) published by TATA McGRAW-HILL Edition.