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Talent Management from Students Point of View

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ABSTRACT:

In the era of competition, the students' needs to identify and manage their talent to nurture their career. Whereas the talent management help them to become part of competitive world. In this research paper the researcher studies about the role of talent management in view point of students. The researcher collects the data from the primary and secondary sources to evaluate the need of the talent management to nurture the future of students.

The paper explains about the talent management in point of view of students consist of points such as Introductions, objectives classification and scope of Talent management, where researcher highlights the points of need of performance in case of talent management.

In overall, nowadays the talent management is not only restricted to certain field but widely appreciable by students to nurture their career in any kind of the fields.

Keywords: Talents Management, leader, skills,

INTRODUCTION:

In the world of full competition everyone needs to be a leader. A good leader needs to manage their talent. Now a day's education societies i.e. schools and colleges are also giving more attention towards developing and to mold students in their extracurricular activities which helps them to identify themselves, to show them what they are capable of and they can do it with never die attitude. Which develops ones personality with full of skills, abilities, creativity, critical thinking and also socializing. This all is together is known as talent management which is need of the hour.

We can define talent as natural skills that a person owns. Talent can be sum of competency, commitment and contribution.

Classification of Talent:

Talent is divided into two categories that be-

1. One-dimensional
2. Multidimensional

One-dimensional means a person is talented in one particular field and multidimensional means person can be talented in more than one thing.

For example everyone might be well aware Ayushmann Khorana he was a Roadie then currently he is an actor, singer and he is trying to convey messages that people are not ready to accept. Plus in today's youth organization are search of multitalented person who can manage more than one thing at a time. And age is not a factor now a day. If you are capable of doing something than you can reach and achieve anything you want to.

Scope of Talent Management:

- Talent management doesn't mean to manage something rather it means how well you can represent yourselves and to develop and sustain one's skills in such way that you can attracts other.
- Talent management is also a part of HRM which helps employee to improve their performance which also motivates the organization to survive and to retain employee.
- During the pandemic, the education system was turned upside down. Online education became the basis for talent hiring and higher the achievements, higher the chances of recruitment of that candidate.
- Also the company's aspirations towards their employees are increasing significantly and due to these employees are trying to fool the recruiters by showing them false accomplishments to grab those opportunities and this caused chaos amongst the honest ones.
- There are few points to consider when we talk about talent management, like communication skills, technical skills, socializing factors, etc. which benefits immensely in the growth of the individuals.

Objectives:

- Study the perception of students toward talent management
- Study the role of Talent Management in student life.

Research methodology

Primary data: Discussion with students

Secondary data: through various articles and reference from websites

ROLE THAT STUDENTS NEED TO PERFROM:

1. Need to participate:

It is the first step that students should take to enhance themselves .Where they provided a helping hand by schools and colleges. There are many events conducted for students where

they are given platform to show case their talent like arranging programs for others, presentation, group discussion, etc. Students should willingly participate in these as it increase their confidence, reduces stage fear ,improves communications skills .

2. Develop critical thinking:

It an essential skill that should be implement in one's life which improves their problem solving skills, interpersonal skills, and learning through discovery. It helps to think practically and to enact as per that. Instead of just sitting idly considering it as there fate they can bonus back any situation and face it by changing their point of view towards it

3. To improve Communication skills :

It helps an individual to represent themselves. It includes both commutation verbal and nonverbal skills. Through that you can easily convey the opinions. These refrain them to attract, to impress, to make ones to listen them and to express themselves towards other. So it is important that we need to improve ourselves.

Eg: Sandeep Maheshwari a well-known motivational speaker and Kapil Sharma a comedian through his latest show named has Kapil Sharama I am not done yet has proved that every time something new can be done just don't give up.

4. They should be technosavy:

In today's world all are connected to each other via some or the other means of technology. Today things are carried out virtually. So, it is important to be a technosavy so as to carry out day to day activities smoothly.

Example: Tanmy Bakshi a 13 year old boy who was hired by google.

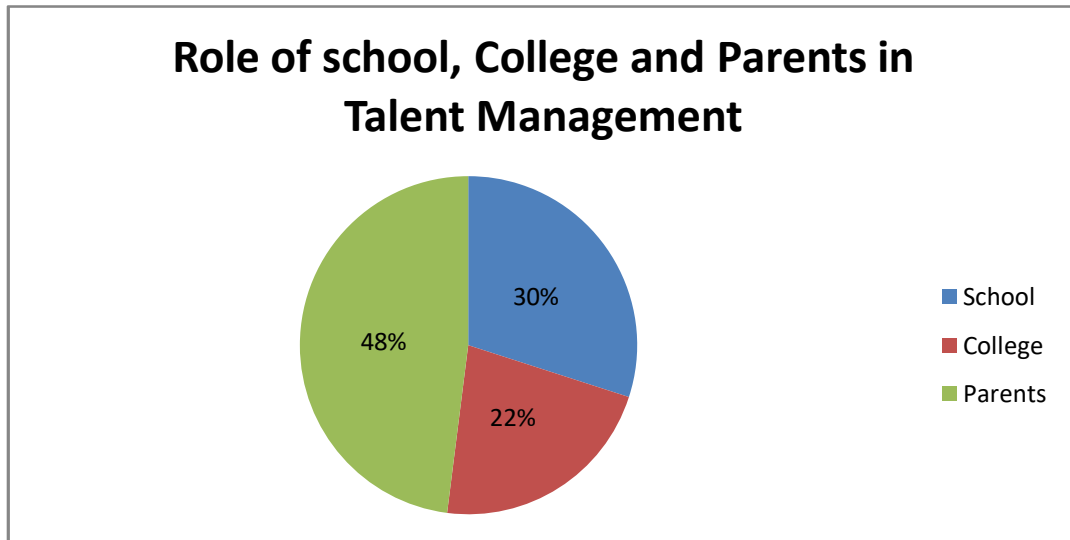
5. They need to socialize:

World today has become a Global village. So as to improve ourselves, it is necessary for us to get socialized. People staying across seas can get connected to each other via various means of technology. So, it is the most convenient way for exchanging our skills and acquiring knowledge by just getting socialized.

Role of Colleges, Schools and Parents in Talent Management:

Schools, Colleges and most importantly parents play most important role in a child's development. Schools and colleges held many activities in order to develop a student's inter-personal skills and enhance their talent .Whereas parents support them throughout their life, at various stages, to nurture them into a developed person.

Particulars	Responses	Percentage
School	15	30%
College	11	22%
Parents	24	48%

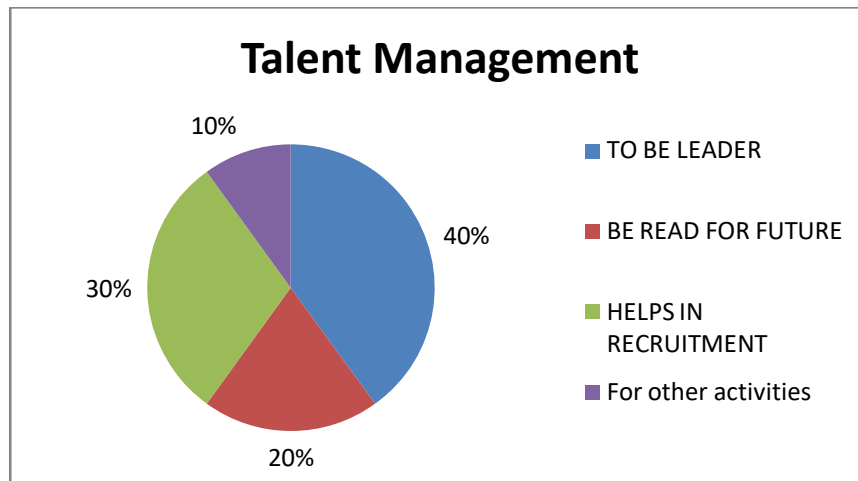


As per the study it is found that students feel the role of college, schools and parents are playing vital role in their life, whereas out of 50 students 48% student believes that their parents plays vital roles to nurture their career, where as 30% students says schools helps them to nurture their hobbies and habits as per the individuals potential and 22% students believes a goods colleges helps them to improve their talent management by conducting different activities.

TALENT MANAGEMENT HELPS STUDENT TO:

On the basis of responses of students, it is found that the talent management helps students in nurturing their career. The following data provides the key points of how talent management helps students

Responses (50 responses)	TO BE LEADER	BE READY FOR FUTURE	HELPS IN RECRUITMENT	For other activities
In Number	20	10	15	5
Percentage	40%	20%	30%	10%



As per the above table we can say:

1. Be LEADER:

A talented person is capable of planning things, organizing them, allotting work, supervising the progress and taking the follow up of work done at every stage. He/she has a backup plan for the failure at every stage. Thus talent management polishes these hidden skills of a person and helps a student to survive in this tedious competition. And more than 40% of students agreed that talent management helps them to become leader.

Eg: Tilakmetha started curler services known as dabbawal.

2. BE READ FOR FUTURE:

As per the above data it is found that 20% of the students believe that talent management helps them to be read for future. Today's generation is full of competition. To survive this, a person must have something extra than usual. Talent management helps the person to think in an extraordinary way and to become a leader and lead the world.

3. RECRUITMENT PROCESS:

Recruitment process is 25% preparation and 75% theater means, recruitment process is all about how we represent ourselves and how we manage things around us. Students are judged at every level on the basis of their talent. Recruiters are now-a-days looking for an all-rounder person instead of a person working as stereo type. You need to have that zest in you that differs you from others and helps you in critical situations. Out of 50 responses 30% students think that talent management helps them in recruitment process.

Conclusion:

Hence, talent management not only aids the organizational work force but also the sectors where human skills are required. For a better society people must emphasize more on oneself and what talents are hidden inside them or else due to heavy competition, in this generation they might lack behind others. If self-identification is difficult, then there are many people around them who can

guide them like friends, parents, and teachers and so on. But sitting idle is not an option in this fast moving generation without any talent. Therefore, the objectives set for this research is successfully achieved.

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