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A STUDY ON BANK EMPLOYEES OPINION TOWARDS TALENT MANAGEMENT IN VIRUDHUNAGAR DISTRICT

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Abstract

Proper Talent Management is bound to play a pivotal role in this aspect. Higher level of opinions amongst such employees leads to greater motivations, better performance and remain associated with organisation for longer period. The talent management been implemented in banks include that talent planning, recruitment, talent development, compensation and rewards, performance management and employee empowerment, employees engagement and organizational culture for base on employees opinions. The bank employees in Virudhunagar district are high the researcher has been selected 60 employees using the convenient sampling methods. The data were collected from both Primary data and Secondary data. The researcher uses the tools descriptive analysis and Chi square and factor analysis with help of SPSS.

Keywords: Talent Management, Talent Development, Employees Opinions, Performance Management.

Introduction

Talent management is a process that emerged in the 1990s and continues to be adopted, as more companies to be realize that their employee's talent and skills drive their business success. Companies that have put in to practice talent management have done so to solve an employee retention and to identify the employees performance etc., Today HR is expected to identify potential talent and also comprehend, conceptualize and implement relevant strategies to contribute effectively to achieve organizational objectives. Hence a serious concern of every HR manager in order to survive this "War for Talent" is to fight against a limited and diminishing pool of qualified available candidates to replace valuable employees when they leave,

dramatically underscoring the difficulty to attract, motivate and retain the best employees in an organisation. Human capital is the main engine behind the modern economy's ability to compete in the industrial sector. The ability, knowledge, and expertise that give a company its unique personality are known as its human capital (Edvinsson & Malone,1997). Employee retention has become one of the main issues in today's world due to the impact it has on the company. The only vital value for an enterprise is the experience, skills, innovativeness and insights of its people. Human resources are the key components in every organization. It represents total knowledge, talent, and attitude, creative ability, aptitude and belief of an individual involved in the affairs of an organization.

Management of human resources is an integral part for every concern. It is associated with the people at work and their relationships within and outside the enterprise. Moreover, today banks strive to build a strong relationship with their valued customer by making them satisfied because in terms of financial goods, mortgages, insurance services, small business loans, and retail banking., customers around the world demand unlimited facilities.

TM is the division of employees as HR Managers can't fill all the key positions with a high Talent workforce. In short, HR manager must have a talent mindset for which he can invest in strategic key post that determines the organizational performance (Hatun, 2010).

These are special set of skills that help banking professionals to perform their duties and responsibilities such as working with customers or maintaining an organized work area. Hard skills are skills you obtain through your education, experience and training. These are learned abilities that you acquire and enhance through practice. In a workplace, hard skills are of utmost importance because they increase your productivity, efficiency and job satisfaction. Every job requires a specific skill set to succeed and that is why hard skills are essential. As these are job-specific skills, hard skills vary from occupation to occupation. A designer's hard skills would be knowledge of graphic design software, but it would be knowledge of drafting software for an architect. Soft skills: customer service, honesty, integrity, multi-tasking, attention to detail, organizational skills, patience and calmness, critical thinking, teamwork, problem-solving and communication skills

Review of Literature

Egwakhe, J. A, et al (2023) in their article title "Talent Management And Competitive Advantage: The Moderation Role Of Workplace Culture" The study aims to analyse the effect of talent management on competitive advantage through workplace culture moderation. It was concluded that workplace culture moderated the relationship between talent management and competitive advantage in the selected deposit money banks in Lagos State. A recommendation was anchored on management to create a positive workplace culture that supports talent management practises to achieve sustainable competitive advantage.

Lawal Comfort Iyabode, (2015) his investigate Career Development and Talent Management in Banking Sector, indicates that talent philosophy is a prominent concept in bank management policies, and several organizations including commercial banks are already utilizing a particular form of talent management policies based on their perception of talent, but only a few policies impacted career development of staffs in commercial banks in Lagos. Although commercial banks give the opportunity for career development and program that encourages career progression, conversely, career management is the joint responsibility of organizations and individuals, but human resource management in organizations such as commercial banks duly triggered training and development of staff.

Prathiba.S and Lalitha .B (2014) in their titled "a study on talent management strategies in private sector banks" Examined this research aims at identifying the challenges faced by private sector banks with respect to talent management, and findings out the study also aims at identifying the means through which the Banks face their challenges of filling the gaps and what are the strategies that need to be devised in order to reform their talent. This paper aims to review and discuss existing employee engagement strategies adopted by private sector banks and the way in which they retain their core talent.

Paramasivan. C (2011) Information technology plays a key role in the modern world which meets the day-to-day activities of the human beings directly or indirectly associated. Commercial activities particularly banking and financial sectors may not function without proper information technology. With rapid development in the Information Technology Commercial and financial sectors performed will and could reach to nook and corner of the world. Commercial banks and Information Technology are inseparable and interrelated segment which provides immense services to the customers and make them satisfied.

Objectives of the Study

- To analyze the Employee profile
- To find out suitable suggestion and conclusion

Hypothesis of the Study

H₀ = There is no relationship between Employee Profile and Bank employees

Opinion in talent Management

Design and Methodology

The public and private sector banks employees in virudhunagar district are high the researcher has been selected 60 employees using the convenient sampling methods. The data were collected from both Primary data and Secondary data. The researcher uses the tools Descriptive analyze and Chi square and factor analysis with help of SPSS.

Result and Discussion

The data's are interpret and discuss of the bank employees opinion of the talent management.

Employee profile

Variables	Lableas	Frequency	%
Gender	Male	32	53.3
	Female	28	46.7
	Total	60	100
Age	21 – 25	10	16.7
	26 – 30	23	38.3
	31 – 35	11	18.3
	36-40	5	8.3
	Above 41	11	18.3
	Total	60	100
Qualification	Under Graduate	6	10
	Post Graduate	30	50
	Professional Course	24	40
	Total	60	100
Experience	0-5Years	6	10
	6 – 10 Years	10	16.7
	11 – 15 Years	11	18.3
	16 – 20 Years	17	28.3
	Above 21 Years	16	26.7
	Total	60	100
Designation	Clerk	4	6.7
	Cashier	24	40
	Loan Officier	12	20
	Manager	20	33.3
	Total	60	100
Coverage of Program	Skill Development	4	6.7
	Attitude building	14	23.3
	Leadership	10	16.7
	Skill enhancement	32	53.3
	Total	60	100

Computed Value from SPSS

The Table -1. Discuss that Gender of the employees for Most of the respondents are

male 53.3%, then 38.3% of the employees are 26-30 years, then 50% of employees qualifications is Post Graduate, then 28.3% of the employees experience is 16-20 years, then 40% of the employees designation is cashier position and then 53.3% of the employees are response of coverage of Program is Skill enhancement.

Chi- Square Test

There is no relationship between Employee Profile and Bank employees Opinion of talent Management in Banks is studied by mean of chi-square test.

$$X^2 = \sum \frac{(O-E)^2}{E}$$

With (r-1) (c-1) degrees of freedom

$$\text{Where } \Sigma = \frac{\text{Row total} \times \text{Column total}}{\text{Grand total}}$$

O = Observed frequency

E = Expected frequency

R = Number of rows in a contingency table

C = Number of columns in a contingency table

If the calculated value is less than the value at a particular confidence level, say 0.05 levels, it is concluded that the level of Bank employees opinion in talent Management is depended on the variables for which chi-square is computed. If the calculated value is less than table value, it is concluded that the level of Bank employees opinion in talent Management is independent from the variable.

Employees profile and level of Bank employees opinion in talent Management.

In order to test the relationship between Employees profile variables, namely, age, educational qualification, and type of Bank employees opinion of talent Management.in banks. The Chi-Square test has been used to test hypotheses.

There is relationship between age, educational qualification, occupational status, and monthly income. Type of having Bank employees opinion in talent Management is important to the bank for employees individual talent easily identified. The talent is not compare or relationship between age qualification and experience, the talent is a persons individual skills in this skill every persons change in every times. In this chi-square test prove.

Table – 2 with regard to Bank employees opinion about talent management in Banks, the chi-square statistics reveals that the p value of 0.013 of age, 0.000 of Qualification and 0.000 of Experience is less than 0.05.

	Chi-Square Tests			
		Value	df	Asymp. Sig. (2-sided)
Age	Pearson Chi-Square	12.604_a	4	.013
	Likelihood Ratio	10.621	4	.031
	Linear-by-Linear Association	5.554	1	.018
	N of Valid Cases	60		
	a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .50.			
Qualification		Value	df	Asymp. Sig. (2-sided)
	Pearson Chi-Square	23.796_a	2	.000
	Likelihood Ratio	14.289	2	.001
	Linear-by-Linear Association	10.233	1	.001
	N of Valid Cases	60		
	a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is .60.			
Experience		Value	df	Asymp. Sig. (2-sided)
	Pearson Chi-Square	24.627_a	4	.000
	Likelihood Ratio	17.063	4	.002
	Linear-by-Linear Association	9.995	1	.002
	N of Valid Cases	60		
	a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .60.			

Therefore, the null hypothesis framed is rejected. Hence, it is calculated that there is significant relationship between Employees Profile and their bank employees opinion about talent Management in Banks.

Conclusion

Talent management entails successfully placing the most qualified individuals in the appropriate positions. The employees will reap the full benefits of the company's talent. It affects businesses because many organisations consider talent management in order to ensure they hire the best candidates. In this way, talent management can have a significant impact on staff recruitment and retention The talent is not compare or relationship between age qualification and experience, the talent is a persons individual skills in this skill every persons change in every times. (Ayodele et al., 2020; Tews et al., 2020; Watson et al., 2018). Proper Talent Management is bound to play a pivotal role in this aspect. Higher level of

opinions amongst such employees leads to greater motivations, better performance and remain associated with organisation for longer period. The talent management been implemented in banks include that talent planning, recruitment, talent development, compensation and rewards, performance management and employee empowerment, employees engagement and organizational culture for base on employees opinions.

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