Talent Management and Employee Engagement – A Study on Selected IT Companies in Bangalore City

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ABSTRACT:

The Indian Information Technology Industry is growing at a rapid pace which is intensifying competition among various players. The main resources on which the Information Technology Industry is built is the "manpower". Therefore, there is a need to develop the Human resource practices to acquire, maintain and engage proficient employees in the organization. Nevertheless, the Human Resource practices have been flourishing from single position planning in 1950's to replacement planning, succession planning and Talent Management which are now taking over. Innovation is the need of the hour especially for retaining the Generation Y and it is also imperative to keep the best people in the organization. This study aims to answer the following questions: The degree to which innovative Human resource practices impact employee retention, The level Indian Information Technology companies have succeeded in inculcating Human resource practices, and the vital conclusion of the study is how innovative Human resource practices influence the organizational commitment and performance of the employees. The study is based on empirical test which is drawn from a sample (N- 120) consisting of employees from top Information Technology companies in Bangalore city. Interview schedules and questionnaires were administered for data collection. Statistical testing (ANOVA Test and correlation analysis) was performed using SPSS software. The study finally concludes whether innovativetalent management practices contribute to employee and organizational welfare, growth, and performance or conversely whether the employee conditions and the organizational goals contribute to innovation in Human resource practices of the organization.

Keywords: Employee engagement, Talent management, IT Industry

I. INTRODUCTION

The Information Technology (IT) sector in India possesses the sophistication necessary to catapult the country into the new-generation economy. Everything considered, the development force accomplished by the general economy since the late 1990s can be credited to the information technology sector, which has been greatly aided by a changed arrangement routine that has resulted in a decrease in media transmission costs as well as import obligations on equipment and programming. The alteration that has occurred since the progress is distinguishable. As a result, the industry's commitment to contributing to India's GDP has grown substantially over an unspecified period. Indian information technology companies

have rapidly expanded their market share as a result of their cost advantages, availability of skilled personnel, and the nature of their administrations. A combination of organic and inorganic development operations has been used to improve their global administration conveyance capabilities. The burgeoning interest for electronic equipment and programming in India has been fueled by a variety of factors, including the country's rapid economic development, the development of a large residential market that has compelled a new generation of young shoppers, a thriving middleclass population with expanding disposable incomes, and a generally low effort work constraint that has fueled the development of specialised abilities. In addition, the Indian information technology sector has built up a solid reputation in the international market for its exceptional expectations of programming advancement capacity, benefit quality, and data security— all of which have been universally recognised and have contributed to increased customer confidence. This drive to set worldwide benchmarks in quality and data security is being carried out through a combination of supplier and industry-level activities, while also reinforcing the general structures, promoting more noticeable mindfulness, and encouraging a more widespread adoption of measures and best practises. For an extended period of time, the number of people employed in this area has been steadily increasing in number. As a result of the large number of representatives on the job, it is critical that the appropriate human resource processes are in place[1]. There are countless large programming firms operating successfully on both a local and a global scale, and doing exceptionally well. They are constantly in need of the right kinds of people who have the right kinds of abilities to fill

their positions. As a result, there is a continual bounce of activity among the workers along these lines, resulting in a high rate of persistent loss[2]. As members leave the organisation, the scientific capital of the organisation diminishes as well. There is a requirement to deal with the information that is available within the organization's network. Human resource techniques that are legal will assist the IT department in this operation. Every association has a set of human resources practises, but every one of them must realise what is best for their representatives and the organisation as a whole[3]. The technique of benchmarking human resource practises across different IT associations will aid them in making comparisons between their own and the practises of the others in the field. It will also assist them in learning the acceptable methods in the current workplace and, as a result, in having the best ability possible by utilising the outcomes of the aforementioned inquiry. As a result of the foregoing, it is reasonable to conclude that, as the information technology industry grows geometrically, the number of people employed in the sector is also increasing. The IT associations are in large part responsible for obtaining a large number of innovative human resource practises. There are hundreds of practises in any organisation, and it is not always clear whether or not they are the best practises. A thorough examination of the HR rehearsals has not been undertaken by the IT department as part of their elaborative effort. Throughout the most recent decade, the Indian information technology programming and administrations business has grown at a rapid pace.

II. LITERATURE REVIEW

Most of the challenges that IT associations deal with are related to extraordinarily trained representatives. [4] When it comes to dealing

with its human resources, the IT industry has a variety of challenges. As an allusion to the work compulsion in the data innovation associations, [5] saw that human capital in the data innovation associations is to be considered a crucial asset, and the strong administration of the associations alludes to a hierarchical aptitude. [6] has identified thirty-two areas in the realm of human resource management that are important to the IT division. Perhaps a few of them are as follows: opportunities for advancement and advancement, trust and esteem, open and legitimate correspondence, fair treatment, challenges and intriguing job, competitive salary, and so forth.

III. RESEARCH GAP

There are numerous studies on Human resource practices in companies. But Information technology industry is the fastest growing industry in Bangalore city and all over the world. There is a need to research on the topic to see if there is any association between talent management practices and employee engagement. The following research question will be analyze:

✓ Association between talent managementpractices and employee engagement in information technology industry?

IV. OBJECTIVES

• To understand the relationship between talent management practices and employee engagement in Information Technology Industry

V. HYPOTHESIS

H1: There exists a statistically significant relationship between talent management practices and Employee Engagement.

VI. RESEARCH METHODOLOGY

Qualitative and quantitative methods are both used in empirical research. A standard questionnaire was used to collect the data. The survey method was utilised to collect the data necessary for the study from primary data. Data for this study was gathered from a variety of sources, including previous studies, journals, papers, and books. In order to do an analysis of the data, the collected information was compiled, classified, and tabulated. A variety of statistical approaches were used to analyse the data, including the t test and simple statistical procedures like percentages, averages, and correlations. The data was then analysed, allowing the various findings to be debated before ideas and plans developed as a consequence of the study were presented to be presented**.**

1 . Data collection

Using a questionnaire with open-ended and closed-ended questions, primary data was gathered. Respondents were provided a variety of options to choose from in order to improve the survey's overall dependability.

Secondary data was gathered from a variety of sources, including academic journals, newspaper articles, textbooks, and the internet.

Table 1: Questionnaire Design

Type of Respondents	No of Questions	Type of questions	
		Part - A	Part-B
Information Technology Company	29	Demographic questions (10) (Open ended/Multiple Choice)	Related to Human Resource

Emplo yee				Pract ices (19) (Mul tiple Choi ce/ Like rt scale)

2. Sample Design
A. Determination of sample size

Table 2 : Determination of Sample size

Determination of sample size Z-score	IT Workers
Confidence level	95%
standard deviation	35
Error	5.75
Alpha divided by 2	0.025
Z-score	1.959964
Sample Size	122.33
	120

Source: Author Calculated/ SPSS

B. Classification of sample size
Bangalore is the Information Technology Hub of India there are more than 12,000 such companies registered across Bangalore city. 120 Employees working at Information Technology Companies across Bangalore are the respondents of the study.

C. Sampling Techniques
The population under study - Men and women from Information Technology Industry are chosen on a random basis. Simple random sampling technique is used.

3.Statistical Tools used
- *Correlation analysis*- to test the correlation between various variables

VII. SCOPE OF STUDY
The study proposes to cover the Information Technology Industry in Bangalore city. The study looks upon how talent management practices (Talent management, Career development, of the organization influence the employee to remain in the organization.. Therefore the study focuses on the employees of the organization and the Human resource Department professionals opinions are not recorded under this study.

VIII. LIMITATIONS
- Study is restricted only to Information Technology sector
- Study restricted to Bangalore city only
- It is longitudinal study considering only human resource aspects of the organizations

IX. ANALYSIS AND NTERPRETATIONS

Profile of the respondents
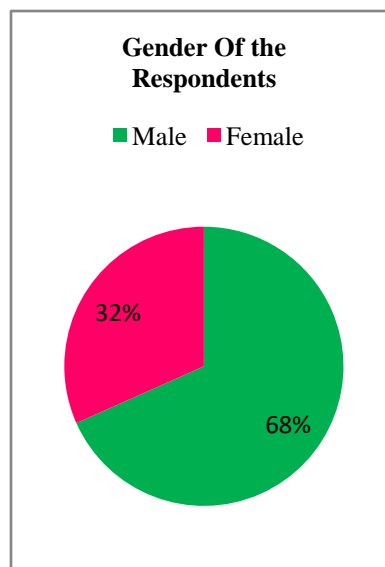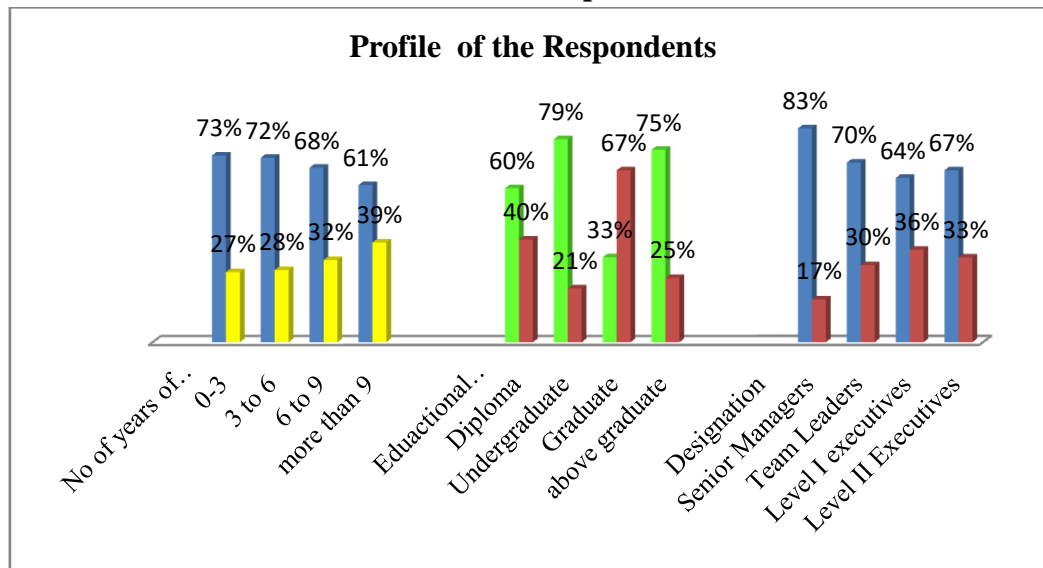
Profile of the Respondents

Gender Of the Respondents

| E.E | - 0.14479 | 0.552533546 | 0.456518 | 1 |

H1 : There exists a statistically significant relationship between talent management practices and Employee Engagement

Correlation results				
	PA	TM	C.D	E.E
P.A	1			
TM	0.674453	1		
C.D	0.670398	0.983861229	1	

The above correlation test shows that compensation and benefits have the highest positive correlation with employee retention, which means that the Information Technology sector employees look for better compensation and benefits to remain in the company for longer. Talent Management (TM) 0.5525 and career development (CD) 0.4565 also show a positive relationship with employee engagement (EE). It is also seen that there is

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highest positive correlation of 0.983 between Performance appraisal and career development which is absolutely a true if considered practically as performance appraisal increases career development increases.

X. CONCLUSION

Hypothetically, this study has given a few observational proofs on the connection between talent management practices and representative expectation to remain in the organization.

This study has cleared a few headings for future studies. In particular, future research ought to duplicate the structure of this investigation in different settings, for example, benefit ventures. [7,8] The diverse nature of administration division, especially in terms of talent management rehearses, would maybe evoke diverse outcomes in connection to goal to engage employees. [9]

A similar report between the assembling and administration divisions would be exceptionally clever in understanding elements related to employee engagement in various workplaces. Future investigations ought to consider consolidating different indicators of goal to remain in the organization. This is on the grounds that expectation to stay is credited to numerous components, not restricted to talent management rehearses as it were. There might be other situational and in addition individual indicators of aim to remain that ought to be examined in future examinations. [10]

As an end, the examination results have offered help for the key recommendations. Most imperatively, this investigation has prevailing in noting the majority of the examination destinations, which is gone for examining the experimental connection between talent management rehearses (i.e. Preparing and improvement, profession

improvement, pay and advantages, what's more, execution evaluation) and worker expectation to remain.[11,12]

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