

A Study on Talent Acquisition and Its Impact On Organization Performance



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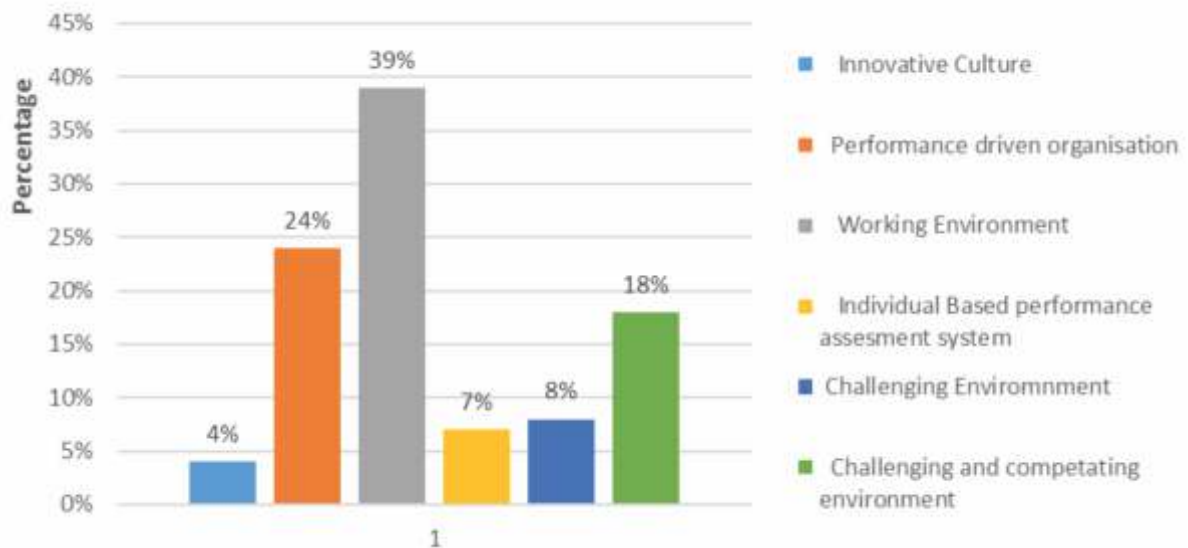
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Abstract:

The main aim of this paper is to study the Talent acquisition and its impact on the organization performance with special reference to Emmerson Industrial Automation pvt ltd. This paper is more focused on study of all the Human resource practices involved in Emmerson company which has direct influence on the organization performance of the company.

The factors identified for talent acquisition are Recognition and reward, Job enrichment, Job rotation, Job expansion, Recognition as most valuable player. The data was collected through a structured questionnaire provided to the employees and HR of Emmerson company. Statistical tool used to analyze the data is correlation method through SPSS. This paper shows the Impact of Talent acquisition on organization performance and suggestions to improve the strategies and the method used for talent acquisition.



Factors which influence the maximizing the usage of the talent in the company

Conclusion: The main aim of this paper is to study the Talent acquisition and its impact on the organization performance. The factors identified for talent acquisition are Recognition and reward, Job enrichment, Job rotation, Job expansion, Recognition as most valuable player.