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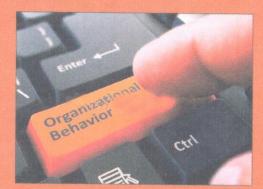
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A Study of Talent Management in Educational sector with respect to Graduate Colleges in Bangalore

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Abstract

Talent management is mostly observed in industrial scenario. Talent management is an emerging area in educational sector especially in graduate colleges. Each resource in the organization play a vital role in its success. Colleges are getting expanded tremendously and the perspective of courses and academia getting changed so management of talent is a challenge. This paper focuses on impact of faculty turnover and how to manage the capable faculty members in graduate colleges. This paper seeks to understand and analyse the causes of high attrition rate of employees in most of the graduation colleges and tries to identify the important factors, which contribute to faculty recruitment and retention, benefits, supportive environment, salaries and other perks. This paper attempt to give some possible strategies that institutions can adopt to attract & retain best available faculty talent. Organization should focus on managing the work environment to make better use of the available human assets.

The data was collected through well-structured questionnaires which contains closed end question. This survey was conducted in education graduate colleges in north Bangalore. The research design used for this study is descriptive in nature. Random sampling technique was adopted for selecting sample units from the faculty members. The methods of data collection for the study include both primary and secondary data. The primary data were collected through questionnaire by conducting personal interview with the faculty members. The source of secondary data websites, articles and magazines. Sample size is 80. The results were presented with the help of different charts and diagrams. Findings of the study were drawn from analysis of data, suggestions and conclusions have been made based on the findings.

Key Words: Education, Faculty, Retention, Talent management