



Hunting and Retaining Top Talents

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Why is talent management important?

- ❖ Talent management is described as the systematic attraction, identification, development, retention and deployment of talents
- ❖ Talented employees are a major source of competitive advantage
- ❖ Attracting and retaining them has become a strategic priority for organizations
- ❖ Benefits:
 - 1) increased revenue per employee,
 - 2) less need for downsizing,
 - 3) lower turnover among high performers,
 - 4) lower overall voluntary turnover, and
 - 5) greater ability to hire best talent and develop great leaders

HR strategies on how to recruit and hire talents

Talent management is the anticipation of human resources in the organization. It is an important source that creates value for all companies.



Methods to recruit and hire talents:

- ❖ Employee referrals
- ❖ The organization website and
- ❖ Social networks methods

How to retain top talents

Keeping talent has become one of the driving force for business success.

Most employees leave due to a lack of professional challenges, having received little or no recognition, and the absence of career growth and development (Mngomezulu et al., 2015).

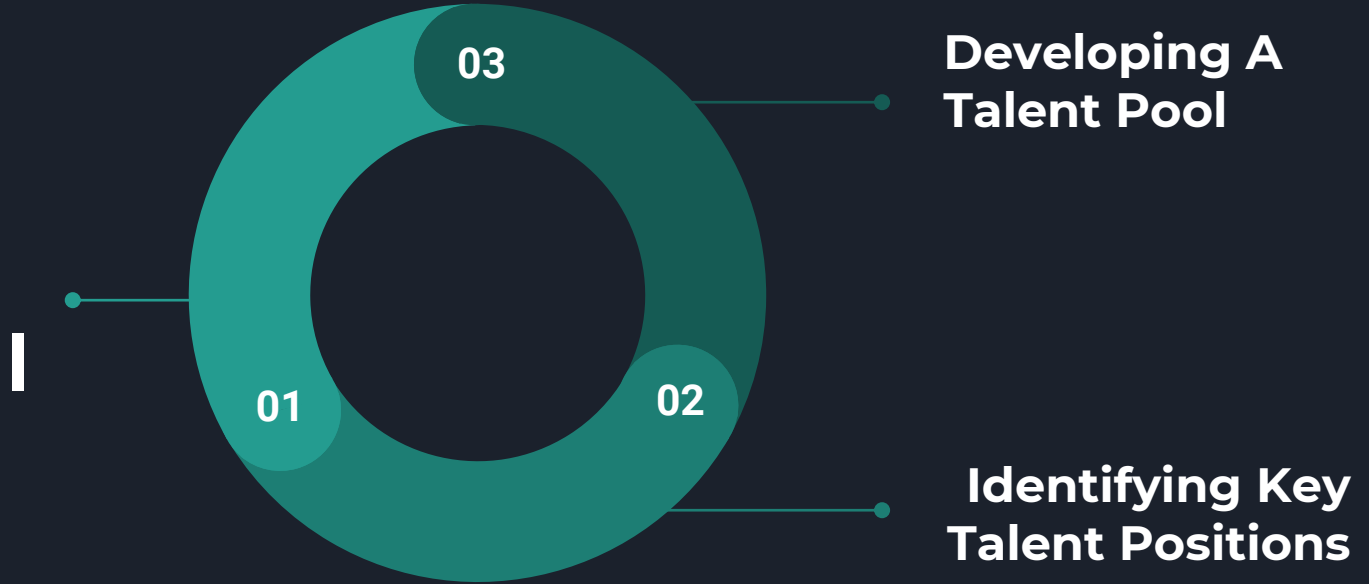


Ways to retain high-potential employees:

- ❖ Training and Development
- ❖ Compensation and Rewards
- ❖ Supervision
- ❖ Employee Engagement
- ❖ Open communication

Strategic Talent Management

Strategic HR
Team



Company culture with hiring and retain top talent

- ❖ **Strong cultures have higher employee engagement rates**
 - Culture stimulates employee engagement
 - Direct impact on workers' performance
- ❖ **Actively managing culture will gain higher employee retention**
- ❖ **Top talents look for culture that fit with their personality**
- ❖ **Human resource hirers look for people that fit into the company's culture**





Thank you for your attention!