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CURRENT TRENDS IN HUMAN RESOURCE PRACTICES AND THEIR OUTCOME PERTAINING TO TALENT RETENTION: A STUDY OF SOFTWARE ORGANIZATION IN NAGPUR CITY

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Abstract :

The present study is important to understand the nature of obstacles and know the measures for removing the obstacles in finding out the Talent Retention of the workforces and workforce commitment it is also important to study the utilization of Talent Retention and its association with satisfaction of workforces. The utility of the study could be appreciated with reference to the point such as; the study could be useful addition to the literature on the topic, which is particularly scarce in the Indian context. The information and analysis presented on related topic too are likely to be useful, especially Software organization of Nagpur City. The information as regards the Nagpur City and

attitude of employers regarding management of talent of their workforces and workforce commitment is also likely to be useful for value added knowledge to the mass community.

Key Words: *nature of obstacles , satisfaction of workforces.*

INTRODUCTION

The new psychological contract has a bearing on the talent Management. Talent management system must be aimed at by Software organization for developing long lasting Association between the employer and workforces. When workforce's talents are not fully utilized they have Talent Retentions which are not known by the employer, if that Talent Retention is utilised for the Software organization it will be beneficial for the Software organization. Software organizations are facing shortage of talent manpower so they can be benefited by making better use of the Talent Retention of their workforces. There are a lot of talent; workforces possess other than the talent used for their normal working in the Software organization. This talent goes unutilized by the employer because they are not aware of Talent Retentions of their workforces or they have never tried to find out what talent workforces have. In today's economy, finding external talent to fulfill Software organization needs, not always possible, and not it is always necessary. By paying attention and asking the right question management likely to discover many Talent Retentions of existing workforces. The Software organization will be utilised to the full potential of the workforces which will lead to more productivity in the



Software organization with less cost and more involvement. Another more significant thing is that, the talented people are not retained in their present Software Software organizations. Talent would rather remain with their current employer if career opportunities are presented. Thus, Software Software organizations that are serious about retaining key talent have a great opportunity today to create a work environment that allows for flexibility, growth and development. There is an abundant Talent Retention of the workforces that if they identify and utilize if for the Software organization, it will be beneficial for the workforces. If proper career opportunities are presented to them, they will be motivated for their Talent Retention recognition and utilised for growth of the Software organization. These lead to more productivity and less attrition in the Software organization.

OBJECTIVE OF THE STUDY

- 1) To study and identify the Talent Retention of the workforces.
- 2) To study the employers’ interest relating to the Talent Retention of the workforces and workforce commitment.

SCOPE AND LIMITATIONS OF THE STUDY

The study is not claimed to be highly comprehensive and the researcher is aware of its limitations. It would be, therefore, important to define at the outset the scope of this study. The present study covers the workforces working in Software organization in Nagpur. This study also covers the study of Talent Retention of these workforces, workforce commitment and study the views of employers regarding Talent Retention management, and the scope of the present study is limited to understand the nature of obstacles in finding out the Talent Retention of the workforce.

Table No. 1 Enquiry by employer about Talent Retention of workforces

Enquiry	Frequency	Percentage	Cumulative Percentage
Yes	61	13.26	13.26
No	399	86.74	100.00
Total	460	100	

Interpretation:

From the above table it emerges that (61)13.26 % respondents stated that their employer asked about their Talent Retention and (399) 86.74 % respondents stated that their employer did not ask them about their Talent Retention.

Table No. 2 Workforce’s desire to tell about his Talent Retention to employer

Desire	Frequency	Percentage	Cumulative Percentage
Yes	169	36.74	36.74
No	291	63.26	100.00
Total	460	100	

Interpretation:

From the above table it emerges that (169) 36.74 % respondents stated that they like to tell about his Talent Retention to employer and (291) 63.26 % respondents stated that they do not like to tell about their Talent Retention to their employer. When researcher asked the respondents why you don't like to tell your Talent Retention to the employer he/she said if we opened our Talent Retention to employer they will take more work from us and they will not pay for that.

Table No. 3 Workforces desire to tell about his Talent Retention to anyone

Desire	Frequency	Percentage	Cumulative Percentage
Yes	192	41.74	41.74
No	268	58.26	100.00
Total	460	100	

Interpretation:

From the above table it emerges that 192 i.e. 41.74% respondents stated that they like to tell about their Talent Retention to others and (268) i.e. 58.26% respondents stated that they do not like to tell about their Talent Retention to others.

Table No. 4 Workforce's desire to tell about his Talent Retention to employer if employer ready to give compensation for utilization of his Talent Retention

Desire	Frequency	Percentage	Cumulative Percentage
Yes	369	80.22	80.22
No	91	19.78	100.00
Total	460	100	

Interpretation:

From the above table it emerges that (369) 80.22 % respondents stated that they will tell to employer if employer is ready to pay the compensation for the utilization of the Talent Retentions and (91) 19.78 % respondents stated that they are not ready to tell employer though he is ready to pay compensation.

Table No. 5 Utilization of Talent Retentions of workforce

	Frequency	Percentage	Cumulative Percentage
Strongly Disagree	146	31.74	31.74
Disagree	192	41.74	73.48
Uncertain	58	12.61	86.09
Agree	56	12.17	98.26
Strongly Agree	8	1.74	100
Total	460	100	

Interpretation:

From the above table it emerges that (192)41.74 % respondents stated that ‘Disagree’ their Talent Retention are utilised in the Software organization, (146)31.74 % respondents stated that “strongly disagree” that their Talent Retention are utilized in the Software organization, (58) 12.61% respondents are regarding this “Uncertain”, (56)12.17% respondents stated that “Agree” that their Talent Retention are utilised in the Software Software organizations and (8) 1.74 % respondents stated that “Strongly Agree” that their Talent Retention is utilised in the Software Software organizations.

Table No. 6 Satisfaction level of workforce at Software organization

	Frequency	Percentage	Cumulative Percentage
Strongly Disagree	35	7.61	7.61
Disagree	203	44.13	51.74
Uncertain	48	10.43	62.17
Agree	138	30.00	92.17
Strongly Agree	36	7.83	100.00
Total	460	100	

Interpretation:

From the above table it emerges that (203) 44.13 % respondents are “dissatisfy” with the Software organization and (35) 7.61 % respondents are “strongly dissatisfy” with the Software organization. Total 51.74 % respondents are "dissatisfied with the Software organization and (48)10.43 % respondents are “Uncertain” about their satisfaction level.

Table No. 7 Workforces feeling about their Talent Retention utilized in the Software Software organizations

Feeling	Frequency	Percentage	Cumulative Percentage
Don't know	33	7.17	7.17
Stay in company for more period	49	10.65	17.83
More Empowered	88	19.13	36.96
More Motivated	290	63.04	100.00
Total	460	100	

Interpretation:

From the above table it emerges that (290) 63.04 % respondents stated that if their Talent Retentions are utilized in the Software organization they will be more motivated, (88) 19.13% respondents stated that they will be more empowered, (49) 10.65% stated that they will be ready to stay in company for more period and (33) 7.17 % respondents stated that they “Don't know” about their feeling regarding the Talent Retention utilized in the Software organization.

Table No. 8 Training requirement for enhancement Talent Retention

Training Requirement	Frequency	Percentage	Cumulative Percentage
Yes	359	78.04	78.04
No	101	21.96	1 00.04)
Total	464)	100	

Interpretation:

From the above table it emerges that (359) 78.04% respondents stated that they require training for enhance their Talent Retentions and (101) i.e. 21.96% respondents stated that they don’t require training.

CONCLUSION

It is concluded that, every workforce has Talent Retentions and workforce commitment which may or may not be utilised by the management of the Software Software organizations. Most of the employers have not shown any interest in enhancing the Talent Retention of their workforces. Majority of employers don’t know about the Talent Retentions of their workforces. They also don’t have any awareness regarding the benefits of utilizing these Talent Retentions for the development and growth of Software Software organizations.

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