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Poster Presentation

Human Resource Management in Organization

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Abstract

Effective talent management, quantitative and qualitative need for the organization to talents will be determined based on strategy and business goals. As organizations face increasing competitive challenges of the future and capable to manage these challenges, managers need to be effective. Thus, talent management and management every day is very important in organizations and prospective. Each day will be more important and remarkable talent management because organizations or retire with the loss of a great talent managers will be a massive problem. It is not always the most talented management and organizational systems can coexist but they are supported and should be associated with trading strategies. Organizations should take the following five basic steps. These 5 steps are: 1-recruitment and selection 2- Assessment 3 - Review and Planning 4 - Development 5 - Engagement and retention. This is the fact that talent management systems and processes need to be strategically driven and are fully integrated with each other. Technical concept of effective human resource management activities or services are included all members of companies. The traditional activities such as human resource management (recruitment, training, employment, health and safety, regulation of labor relations, performance evaluation, manpower planning etc.) will be introduced as technical. Successful organizations are seeking for Strategy and its policies and procedures so that they can improve that talent is essential for their economic survival, to attract, develop and retain.

Keywords: Organizations, Aptitude, Organization.

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