

# The First International Talent Management Congress



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## Poster Presentation

### Use of Business Process through Talent Management

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#### **Abstract**

The rapid change in business globalization has developed huge challenges for an organization to maintain sustainable innovation and growth. The change in economic condition increases the interest of business process reengineering to sustain growth and make progressive firm in the world, but 70% organizations in the world have failed to achieve the benefit of business process reengineering (BPR) and the cause of their failure is lack of top management commitment and inability to perform business process reengineering. That is the basic cause of the failure is inefficient manpower or workforce of employees in key positions in the organization. These key people play strategic roles in productivity, efficiency and sustainable competitive advantage. Talent management plays major role in the development of firm value. Organizations invest huge amount of capital to adopt technology and develop infrastructure to increase growth but strategies and policies does not fulfill the desired result due to inefficient manpower both who make strategies and operate these technology. Valerie et al. (2008) illustrate “focus” and “fit” as two key dimensions of managing talent in organization. The term “focus” provides clear picture of the strategies of the organization and the term “fit” represented the workforce that support to achieve strategic object of the organization. The term “Talent Management” (TM) refers to managing different level of workforce in an organization, and focus on the top key players in key positions in the organization. TM refers to managing the entire work life of employees till retirement. It identifies the key gap of managing the current and future demand of workforce. Management use systematic process to develop talent pool of high performers who have skills to fill the demand, Management select the key position which differently contribute overall performance to get competitive edge.

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