

## Importance of Job Satisfaction and Talent Management

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**Abstract-** Talent Management is a term that emerged in the 1990s to incorporate developments in Human Resources Management which placed more of



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an emphasis on the management of human resources or talent. The term was coined by David Watkins of Softscape published in an article in 1998; however the connection between human resource development and organizational effectiveness has been established since the 1970s

Talent management is part of the Evolution of Talent Measurement Technologies

In order for talent management to be effective it must be aligned to job satisfaction organizational strategy. There must be coordination between the talent management and organization policies. If there is no alignment then there will be chaotic conditions in the company. But it is very difficult to align the talent management strategies with the organization policies. There is tradeoff between the cost associated with the talent management and it's benefits. This research paper tries to establish relation between employee talent management and company's policies and tries to find out the impact of the companies job satisfaction policies on Employee talent management strategies.

**Keyword-** Talent Management, Policies, Strategies

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