Article Review Report

ORIGINAL ARTICLE

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RETAINING TALENT IN THE CURRENT SCENARIO

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REVIEW OF THE ARTICLE

Retaining Talent In The Current Scenario

Dr. Madhulika Gupta

ABSTRACT:

The problem statement was clear and well articulated Talent Retention is vital in these days as it helps to advance company performances and aid towards the alignment of a company's policy and the way it builds up and deal with its workforce. Due to the anticipated talent dearth, retention of a talent holds importance in an organization. The growth of the multinational organizations is affected due to imbalance between demand for talent & the supply for the same. Thus, companies have to face severe challenges in magnetizing, developing, organizing and the most central feature of retaining the talent.

INTRODUCTION:

The introduction provides a good, generalized background of the topic that quickly gives the reader an appreciation We first need to answer an important question. What is Talent? Strategic Human Resources Manage- ment defines talent as 'high performing, high potential employees of the organization'. As pointed out, it's implicit that given the existing business circumstances, organizations have to cling to their 'talented' employees if they're resolute to uphold the competitive edge or are planning to achieve one.

METHODOLOGY:

This study was conceptual in nature. Author described a variable under study in detail. A wide-ranging literature review of secondary data sources was assumed as relevant to the stated objectives of the study. The paper generally stands on secondary data and some observations for the recognition of the issues and for this purpose various articles, journals and reports were reviewed.

PRESENTATION OF RESULTS:

Now it is also the duty of state to frame policies so that men and women have right to adequate means of likelihood The paper emphasizes that successful hiring of talent is not fortuitous but is a result of dedication, honesty and professionalism. It outlines the Current Issues in Talent retention. Paper seeks to answer the question of how organizations can generate and sustain high employee engagement by identifying Attraction, Retention and Engagement Drivers for Workers.

REFERENCES:

Prior publication by the author(s) of substantial portions of the data or study was appropriately acknowledged.

RELEVANCE:

The study was relevant to the mission of the journal or its audience. The study addresses important problems or issues; the study was worth doing.

FUTURE RESEARCH SCOPE:

1. Career For Faculty (http://academicprofile.org/Professor/CareerForFaculty.aspx)
2. Academic Plan (http://academicprofile.org/Professor/AcademicPlan.aspx)
3. Regarding Professor Promotion
(http://academicprofile.org/Professor/regardingPromotion.aspx)
4. Fellowship for Post Doctoral (http://academicprofile.org/Professor/FellowshipForPD.aspx)
5. Online Course on Research (http://onlineresearch.in/Default.aspx)

SUMMARY OF ARTICLE

		Very High	High	Average	Low	Very Low
1.	Interest of the topic to the readers		✓			
2.	Originally & Novelty of the ideas	✓				
3.	Importance of the proposed ideas			✓		
4.	Timelines	✓				
5.	Sufficient information to support the assertions made & conclusion drawn		✓			
6.	Quality of writing(Organization, Clarity, Accuracy Grammer)			✓		
7.	References & Citation(Up-to-date, Appropriate Sufficient)	✓				

Future Research Suggestions
This Article can expand further research for MINOR/MAJOR Research Project at UGC