

DOES INDIAN PUBLIC SECTOR AIM FOR A BETTER TALENT ACQUISITION PRACTICES: A STUDY BASED ON PUBLIC SECTOR EXPERIENCES IN INDIA

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ABSTRACT

This paper addresses the Talent Management challenges in Public Sector of India. Initially, the paper will discuss both the public and private sectors to identify the ongoing challenges and limitations taking place currently. The paper will then address how these challenges are interconnected with the problems occurring in different states of India on a regional level. Measures of recruiter competency and organization's position in having a say on the recruitment of the individuals both directly and indirectly will be observed. The methodology used is both quantitative and qualitative as it will help in getting a better information on the hiring policies and practices in both private and public sector and thus, be able to give a better overview of the deficiencies in the public sector over private sector along with looking at the drawbacks in their policies and procedures. Finally, our research will provide a better understanding on talent retention, management and acquisition practices with the needed methods required to make the best selection of the right candidates for the right position; along with suggesting the scope of further revision of the talent acquisition practices among public sectors to meet the challenges and demands from the private sectors.

KEYWORDS: Talent Management, Talent Retention and Talent Acquisition

Article History

Received: 24 Jun 2018 | Revised: 20 Sep 2018 | Accepted: 01 Oct 2018
