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Talent and Knowledge Management in Human Life

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Talent Management:

The need for the concept of management is associated with the phenomenon of group activity. Everywhere in a modern society, we find groups of people working in all spheres of human activity. Wherever there is an economic activity or a social activity or a political activity or any other type of activity undertaken by human being for realizing certain specific objectives, we find people working together in groups.

A school, a collage a university, a business enterprise, a club, hospital, a government administrative department, an army, a family a sports association etc. are all examples/of group activities.

Talent management have become prime candidates performance, attitude,adaptability and identity.

- 1) Performance is salary and position attitudes.
- 2) They are more likely to be committed to the organization and to be involved in their jobs, values, needs and abilities.
- 3) Career adaptability means the application of the latest knowledge, skills and technology in the work of a career.
- 4) High levels of performance, positive attitudes, adaptiveness and identity resolution.

Problems of Management-

The growing popularity of group Endeavour is due to the fact that individuals have multiple needs of various types and to physical, mental, financial and other common limitation, no individual can plan and organize his/her action to realize all the needs operating single handed.

With the passage of time and development of basic Knowledge. The concept of division of work leading to specialization has paved the way for the emergence of group-endeavour in practically all spheres of human activity management is basically concerned with ideas things

and people, since the study of management involves people it is very difficult to define the term management.

Management is of strategic importance to any type of organization.

The Objectives of Talent and Knowledge Management in Human Life.

- 1) To Study Management of comments.
- 2) To study Job Specification and Job Evaluation Techniques.
- 3) To study Leadership.
- 4) To study control Techniques and Methods.

Data and Methodology

Mainly, secondary data are used to make this paper effective and sound. Sources of secondary data are publications.

Defining Management

1. Fredrick W. Taylor definition of management According to him management is “Knowing exactly what you want (people) to do, and then seeing that they do it in the best and cheapest way.”

2. L. F. Boone and D. L. Kurtz- “Sometimes it is used to describe the executives and administrators of an organization, as when one talks of labour – management negotiations. In other cases it suggests the professional career path aspired to by most business administration students, and, in still other cases, it refers to a system for getting things done.”

Management is the art of inducing people to give their best contribution towards the most effective and effective and efficient accomplishment of group goals.

1) To Study Management of comments:

- a. A person performing a managerial job in any group – e.g. the head, the president the principle etc., performing managerial jobs in different contexts and conditions.
- b. The managerial job, in general, could be analyzed in terms in terms of certain managerial/functions :-
 - 1) Planning and Decision making ; Determining courses of Action- Planning means determining the goals of done in order to achieve a given end, best to achieve them. Decision- making a part of the planning process, deciding aims, objectives, selecting and programmes.
 - 2) Organizing means that managers co-ordinate human and material resources of the organization properly- ability various human and non-/human to attain a goal structure, design the problems associate change techniques and processes.



- 3) Leading – motivating and managing Employees the leading function has to do with groups groups organizing process. Leading is communication, with a purpose goal.
- 4) Staffing: putting the right people at the Right place. Staffing is designed to assess the abilities and potential of employees. Selection of the right type of people planning and evaluation right type of people proper manpower planning.
- 5) Controlling: Monitoring and evaluating Activities.

2) To study Job Specification and Job Evaluation Techniques

Job Specification: General Qualification, Experience and training should have considerable experience in personnel administration. Graduation from four years college or university, with major work in education and personnel administration knowledge, skills and abilities. Considerable knowledge of principles and practices of personnel administration, selection and assignment of personnel job evaluation.

The basic purpose of job analysis is to determine the duties and responsibilities of the job and what qualifications a person is supposed to have to be able to perform the job effectively. The information gathered in job analysis is used in many personnel actions, such as counseling and wage evaluation, but primarily it serves as the basis for the preparation of job descriptions and job specifications.

Job Evaluation Techniques:

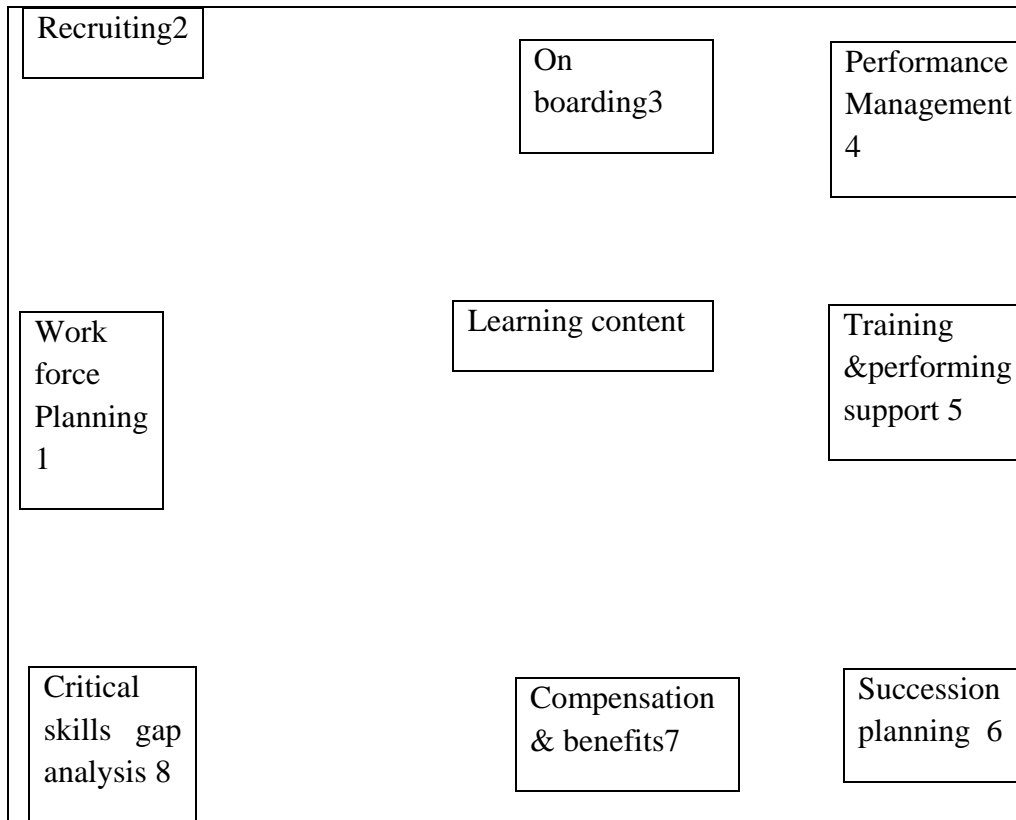
Job evaluation in the output provided by job analysis describes the duties of job authority relationships skills required conditions of work and additional relevant information it is a process by which jobs in an organization are evaluated. The ranking system the grading or job classification system, the point system and the factor comparison system of basic job evaluation.

Wages are paid to all qualified employees for like work. To provide information for work organization, employees, selection, placement, training and numerous other similar problems.

Arising out of the changed pattern of working certain other organizational changes were also recommended by Rice in the management system.

To implement, new posts created, which were filled up by internal promotions and external recruitments. Promotion and discipline policies were improved and new techniques were introduced in different divisions.

Talent Management: A Process

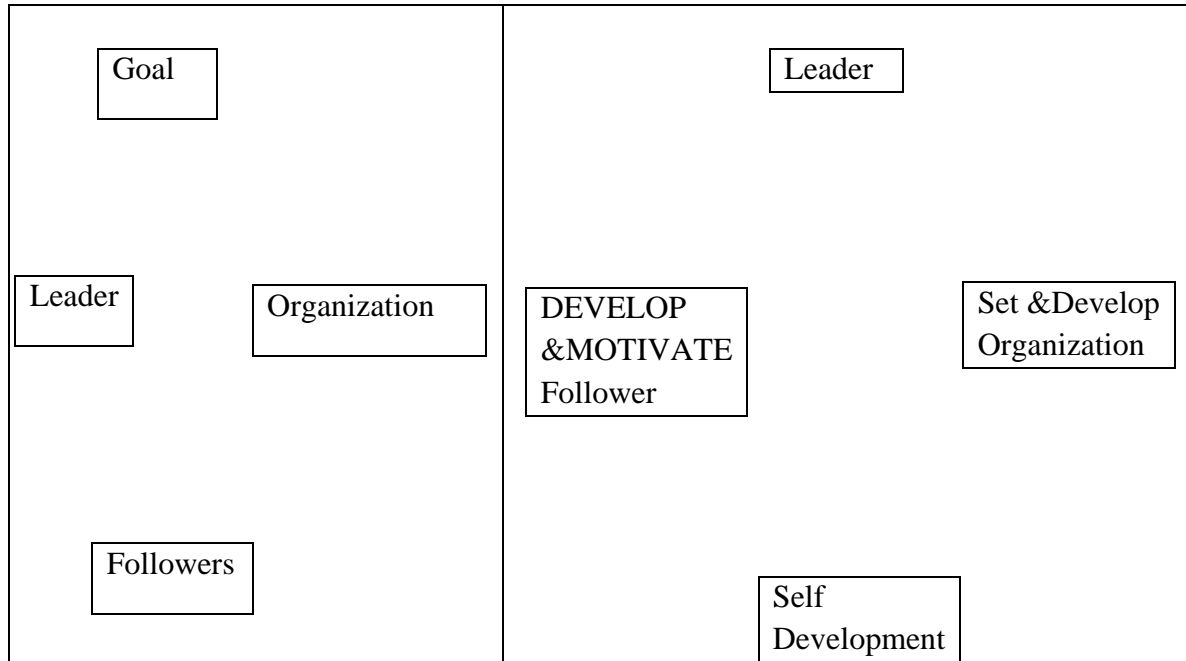


Work force Planning: the business plan , this process establishes work force plans, hiring plans, compensation budgets and hiring targets for the year.

3) To study Leadership:

Every theorist every scientist, political orator business executive, social worker and educator has defined leadership in his own way everyone has ideas and opinions about, leadership. All agree that leadership is important.

In short leadership is the ability of a parson, Effective leadership, Technical skills Administrative skills physical energy Experience and activity, Informal group, control, conforming knowledge and intelligence, emotional and mental balance and control, sociability and friendliness, drive, enthusiasm, courage personality traits such as intelligence preservance and ambition. Etc.



Leader has to keep final goal in his mind and he must work hard towards achieving it. He should always think of developing himself and the organization for longer lasting. One is personal leadership and another social/people leadership.

4) To study control Techniques and Methods As part of the planning process organizations allocate financial resources to various organizational units such as divisions and departments. Some of these techniques and methods do overlap with our earlier discussion of quantitative techniques used for planning and decision making. This is no coincidence, given the close connection between planning and control.

I) Quantitative control Techniques means these techniques are based on specific data and quantitative methods to measure and correct the quantity and quality of output.

1) Budgets-regular operating, capital expenditure, sales and cash budgets and special budgets

2) Control centres

3) Audits-Internal audits, External audits, Management audits.

4) Ratio analysis.

5) Break-even analysis.

6) Time preference charts and techniques-the Gantt chart, Programme Evaluation and Review Technique and critical path method.

II) Non-Quantitative Methods of Control are used by managers in performing other managerial functions.

They use following techniques-observation, periodic, oral and written reports, performance evaluations, discussion.

The different types of budgets. A financial budget, The cash flow budget the capital expenditure budget the balance- sheet budget, operating budgets benefits budgets etc.

Budgets are used as instruments of financial control. They are designed to guide actions of management by providing necessary feedback when the budget is exceeded, They are used as standards by which actual expenditures are measured.

All development must ultimately lead also to the ability of a person to so envision her future. Some broad purposes of manage development this context are :-

- 1) Improving performance – effectiveness of managees.
- 2) Developing managees with requisite knowledge problem – solving and social skills to meet the needs of their current and future roles and tasks.
- 3) Creating conditions that allow and encourage individual manages to grow into what they are capable of becoming and performance standards.
- 4) Training is generally used in the context of improving managee skills that are relevant to her current performance.

Conclusion:

A job evaluation scheme should be chosen cautiously. It should be devised and administered with due regard to the conditions of the employment market. Which cannot be ignored if the scheme is to be successful. It should therefore, reflect those forces which are important in the market e.g. relative supply of and demand for labour, bargaining power of the parties and job conditions.

A plant – to- plant basic than applied to a whole industry because it is difficult to standardise jobs throughout an industry unless the plants in it are so familiar that they can be treated as being virtually a single firm. The better the state of industrial relations the easire it is to introduce a job evaluation scheme.

The leader is exected to play many roles and therefore must be qualified to guide others to organizational achievement and must also be a capable handler of interpersonal relations.

As group goal and tasks change, new leaders and shifts in power occur leadership in a group depends on the group standards and what leadership rules are acceptable.



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