A Study on the Role of Talent Analytics With Reference To Careernet Technologies

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ABSTRACT
The Talent Analytics System is built to calculate and predict the retention of the candidate before they are hired. The organisation will be able to make the hiring decision whether to hire or not to hire the candidate by looking at their predicted retention result. The organisation can decide on whether it is worth to spend its resources to train the talents. The benefits of the system will also be discussed to explain the benefits that the user and the organisation will be gaining after having the system. This Study attempts to establish the alignment between strategic plans of the organization to the manpower planning specifically focused to sourcing, recruiting and also aspects pertaining to attrition. The concept of Talent Analytics has been analyzed, emphasizing on the methodologies and initiatives which need to be incorporated for the purpose of managing and selecting a workforce. Through this study we can understand the role of talent analytics in this organization.

Date of Submission: 26-05-2022   Date of acceptance: 08-06-2022

I. INTRODUCTION

Talent acquisition analytics can be defined as using data to inform hiring strategies and processes. Put simply, talent analytics – also referred to as workforce analytics, human capital analytics, or human resource analytics – is the analysis of employee data, facilitated by the use of statistics and tech, with the purpose of making better business decisions.It typically involves the use of software that gathers insights into a company's current workforce and potential employees, allowing talent acquisition teams to understand what motivates their workers and potential hires. That's in addition to getting a better understanding of their strengths and weaknesses. All of this info is essential for adopting strategies that improve performance and productivity.

Talent analytics is focused on applying statistics and technology to large sets of people in order to make better organizational and operational decisions. Much like other specific subsets of larger statistics, talent analytics uses a variety of BI tools and systems to create a more holistic and data-driven view of an organization's staff. This way, companies can make the best decisions based on actual results and quantifiable success. Today, talent analytics is mainly used by HR departments, as it offers tools that are highly complementary to their mandate. This subset of data analytics focuses on understanding people data that can inform decisions related to hiring, retaining, or improving results of a pool of current or potential employees. The field has gained increasing importance as companies look for improvements both big and small that can streamline operations and maximize a team's potential. The world is moving at a fast pace with technology. Technology as a tool has come to stay and enhances every discipline of which human resources is one: human resource information system to talent analytics. Talent analytics is a relatively new but exciting and growing area in human resources practices and it presents a ground-breaking opportunity for organizations that are into human resources management both as an organization, department, course of study and discipline. Talent analytics is a creative initiative for transforming human resources-oriented organization. It is the application of prime candidates, increase satisfaction on the job that boost employees' loyalty to the technology and expertise to the data of employee for better decisions making for the organization.

Talent analytics is a relatively new but exciting and growing area in human resources practices in Nigeria, it presents a ground-breaking opportunity for organizations that are into human resources both as a department, course of study, discipline etc. Talent analytics is a creative initiative that helps in transforming human resource-oriented organizations. It is the application of technology and expertise to the data of employee for better decisions for the organization. Talent analytics is capable of helping the manager's retain top performing employees, understand why they are loyal at the workplace, appreciate their satisfaction on the job and peek into why they stay-put. This is actualized using talent analytic which can help determine corrective actions addressing any retention issues and a well measured performance helps to identify prime candidates, increase satisfaction on the job leaving the employee loyalty to the organization.

OBJECTIVES OF THE STUDY
* To Study the accuracy and quality of work of employees by talent analytics.
* To understand the need for talent analytics.
* To Study about the impact of talent analytics on performance management.

NEED OF THE STUDY
Data-driven decision making leads to better employee engagement, improved productivity, increased revenue, and improved employee retention. That's because talent analytics allows HR, hiring, and line managers to make better people decisions. But it can only work if all decision makers, from supervisors to executives, understand the value. So by studying the talent analytics in the company we can improve the hiring the recruiting practices of the company to a better level.

RESEARCH DESIGN AND METHODOLOGY
The research design used for the study is the descriptive research design. In this design structural information is used to gather information.

Sampling method:
The Sampling method used here is simple random sampling method.
Scaling:
Scaling is the assignment of objects to numbers or semantics according to a rule.
Primary data collection:
Primary data are those, which are collected a fresh and for the first time and thus happen to be original in character, questionnaire methods. It was collected from the employees working in the organization.
Secondary data collection:
It is collected from the internal records of the company such as library records, trade journals, various manuals of the company, various training programs previously conducted and it's responds etc
Sample size
Sample size for the research is 200 data which collected from the respondents.
TOOLS FOR DATA COLLECTION:
The tools used for data analysis is Anova,Frequency analysis and chi-square.
Questionnaire
The survey questionnaire used in this research consists the respondents demographic data like their age, gender, education qualification, marital status, and number of years of experience in the organization is collected.

ANALYSIS AND INTERPRETATION
Frequency Analysis

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	180	90.0	90.0	90.0
	30-40	4	2.0	2.0	92.0
	40-50	11	5.5	5.5	97.5
	Above 50	5	2.5	2.5	100.0
	Total	200	100.0	100.0	

From the table 90.0% of the respondent's age are 20-30 years, 2.0% of the respondents age are 30-40 years, 5.5% of the respondents age are 40- 50 years 2.5% of the respondents age are Above 50 .Majority 90% of the respondents age are 20-30 years.

What is your working experience		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-1 Year	57	28.5	28.5	28.5
	1-2 Years	79	39.5	39.5	68.0
	2-3 Years	31	15.5	15.5	83.5
	3-4 Years	10	5.0	5.0	88.5
	Above 4 Years	23	11.5	11.5	100.0
	Total	200	100.0	100.0	

From above table shows that experience of the respondents, 28.5% of the respondents experience are below 1 year, 39.5% of the respondents experience are 1- 2 years, 15.5% of the respondents experience are 2-3 years, 5.0% of the respondents experience are above 3-4 years.
Majority 39.5% of the respondents experiences are 1-2 Years.

CHI – SQUARE TEST
Staff motivation has a relationship with organizational performance and working environment has a relationship with organizational performance.
H_O -There is no Hypothesis relationship between staff motivation has a relationship with organizational performance and working environment has a relationship with organizational performance
H_1 - There is a Hypothesis relationship between staff motivation has a relationship with organizational performance and working environment has a relationship with organizational performance
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Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.189[a]	4	.085
Likelihood Ratio	8.211	4	.084
Linear-by-Linear Association	.608	1	.436
N of Valid Cases	200		

a.   0 cells (0.0%) have expected count less than 5. The minimum expected count is 18.29.

Inference:
From the above table the Calculated table the calculated sum value is .085 which is above the level of 0.05%. Hence the Hypothesis of H0 is truly fit and it is acceptable.

ANOVA
The selection process is objective and ensures that only competent people are recruited and there is participation by managers in manpower planning and recruitment.

H0 – There is no relation between selection process is objective and ensures that only competent people are recruited and There is participation by managers in manpower planning and recruitment.
H1 - There is a relation between selection process is objective and ensures that only competent people are recruited and There is participation by managers in manpower planning and recruitment.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.623	4	7.311	12.467	.001
Within Groups	115.532	197	.586		
Total	130.155	199			

Inference:
From the above table the calculated table the calculated sum value is .001which was below the level of 0.05%. Hence the Hypothesis of H1 is truly fit and it is acceptable.

II.   FINDINGS
- Majority of the respondent's aged from 20-30 years.
- Majority of the respondents experience is 1-2 years.
- Majority of the respondents opinion about staff motivation with organizational performance is agree.
- Majority of the respondents agree with the participation of managers in the recruitment process

III.   SUGGESTIONS
- The employees whose are working in the company, are not staying for long since most of the employees are of 1-2 years of experience so it is suggested that to rectify the problem by increasing employees retention.

- Training is very important in any company, the company may train their employees it may increase the production of the company.
- The Company should encourage their employees by providing awards and rewards.

IV. CONCLUSION

This study has been conducted in Careernet Technologies to find out the Role of Talent Analytics in the organization has helped me to have an insight information about the organization regular procedures and assisted me in gaining a practical knowledge about how important it is to have a good Talent Analytics strategies and how helps in individuals and organizational excellence.

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