Week 1 Discussion

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The employee life cycle begins with recruitment. It is the need of HR executives to understand the requirement of Sourcing and attracting people and recruit talent in the interest of the organization. After recruitment, it is necessary to select the best talent for their training, development, coaching, and mentoring. Effective training results in the retention of best employees by compensation, performance appraisal, and promotion. Which may create better interest in employee to work with competency and efficiency in an organization. Proper career planning can also play a vital role in talent management. After the succession of planning, it should be the duty of surveyor to review the Talent management process and evaluate the performance for future betterment (Silzer. et al. 2006).

**3 Effective ways to develop talent to support organizational goals.**

* **The right person on right Job**

If the right person is on the right Job then the quality of work would be better in less time. Firm productivity will be increased due to the ability to keep a competitive edge. It can also increase job satisfaction in the employee.

* **Retaining the top talent**

Retaining the top talent serves great perks and benefits in the workplace. While avoiding burnout, the employees work flawlessly towards organizational goals. Growth and leadership in the market place can only be possible by retaining top talent. There could be a huge risk of losing out competitors if the organization fails to retain its top talent.

* **Better Hiring**

Strong core competencies in candidates are a sure success of good hires. These core competencies are helpful to communicate well, resolve conflict, develop productive relationships.

**Organizational goal and whose responsibility it might be to develop the talent associated with that goal:**

**Meet deadlines timely** in an organization is the responsibility of the recruitment department, which can be possible by placing the right person on the right job. Better hiringcan also create **Organized scheduling,** which is the responsibility of the employee relation department. **Customer satisfaction** is the responsibility of quality assurance of the department by keeping the right person on the right job. **Production of better quality in limited time** can be achieved by retaining the top talent by giving them better performance appraisals, and it is the responsibility of the training department.

**References**

Silzer, R., & Dowell, B. E. (Eds.). (2009). *Strategy-driven talent management: A leadership imperative* (Vol. 28). John wiley & sons.