

# A Study To Analyse The Talent Management Of Sports Students With Special Reference To, Kumbakonam.

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**ABSTRACT** - This research paper is based on "A STUDY TO ANALYSE THE TALENT MANAGEMENT OF SPORTS STUDENTS WITH SPECIAL REFERENCE TO KUMBAKONAM" Talent management is based on analyse the talent and their activities and how they motivate by their own skill and knowledge and their perception based on sports.

**KEYWORDS:** Talent management, effort, game, students, goal.

## I. INTRODUCTION

Management expert F. Leigh Branham describes talent management as the process ensuring that an organization can think, learn, relate and act to achieve strategic goals. By matching the right talent individuals to the right roles, one enable long-term success for company. Talent management process include recruiting, developing and retaining people with the required skills and aptitude to help company meet current and future needs. Operational objectives of talent management should align

closely with the company's strategic goals.

Talent management refers to the anticipation of required human capital the organization needs at all time setting a plan to meet those needs. Talent management, as the name itself suggest is managing the ability, competency and power of employees within an organization. Everything that is done to recruit, retain, develop, reward and make people perform is part of talent management.

## BENEFITS OF TALENT MANAGEMENT

- \* Right Person In The Right Job
- \* Retaining The Job Talent
- \* Better Hiring
- \* Understanding Employees Better
- \* Better Professional Development Decision

## TALENT MANAGEMENT PROCESS

Talent management process is very complex and is therefore, very difficult to Handle. The sole purpose of the whole process is to place the Right person at the Right place at the Right Time. The main issue of concern is to establish A Right Fit between the Job and the individual.

## II. REVIEW OF LITERATURE

**Robert E. Lewis (June 2006) "Talent management: A critical review"** What is talent management and what basis does it have in scientific principles of human resources and management.

This paper addressed this question by reviewing problems with the definition of the talent management.

**Helen De Cieri (2007) "Attracting and retaining talent: exploring human resources development trends in Australia"** The argument developed in the paper that in an environment characterized by increasing levels of skilled and the lack of data supporting many practitioner claims.

**Erik Beulen (2008) "The enabling role of information technology in the global war for talent: Accenture's industrialized approach"**. The globalization of information technology in which developing countries play a major role, has caused a "war for talent."

**Nigel Thrift (2008) "A perfect Innovation Engine: The Rise of the Talent World"** This paper is intended to be a synoptic account of the current trajectory of capitalism. Such an account demands a focus on the cultural technology that has been constructed around the sigil of "talent".

**Chuai, X. (2008) "Is talent management just 'old wine in new bottles'?-----the case pf Multinational Corporations in Beijing,"** Talent Management" as a new managerial concept with regard to human resource mangement has increasing gained concern and attention from the academic as well as business world, but there are many gaps and omissions left for further theoretical development and empirical study.

## III. RESEARCH METHDOLOGY

Total Population - 3000 Sampling size - 50

Sampling techniques - simple random sampling Dependent variable - Talent acquisition Independent variable - Have you been playing

Data collection - primary data collected from students to Idhaya college for women, kumbakonam Secondary Data - Journal, articles related to talent management of sports students.

### 3.1 RESEARCH OBJECTIVE

Talent acquisition of sports in students

### 3.2 HYPOTHESIS

**H<sub>0</sub>** : There is no significance relationship between talent acquisition of sports in students.

**H<sub>1</sub>** : There is significance relationship between talent acquisition of sports in students.

### IV. DATA ANALYSIS

**TABLE 4.1 : THE PERIOD OF PLAYING**

| PLAYING |           |           |         |               |                    |
|---------|-----------|-----------|---------|---------------|--------------------|
|         |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid   | 0-2years  | 14        | 28.0    | 28.0          | 28.0               |
|         | 2-4years  | 21        | 42.0    | 42.0          | 70.0               |
|         | 4-6years  | 5         | 10.0    | 10.0          | 80.0               |
|         | 6-8years  | 5         | 10.0    | 10.0          | 90.0               |
|         | 8-10years | 5         | 10.0    | 10.0          | 100.0              |
|         | Total     | 50        | 100.0   | 100.0         |                    |

#### INTERPRETATION:

The above table showing that 42% of the respondents are playing for 2-4years 28% of them are playing for 0-2years and 10% of the respondents each are playing for 4-6years,6-8years,8-10years respectively

**TABLE 4.2 : THE REASON FOR PLAYING SPORTS**

| PLAY  |             |           |         |               |                    |
|-------|-------------|-----------|---------|---------------|--------------------|
|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Skill       | 14        | 28.0    | 28.0          | 28.0               |
|       | Interest    | 33        | 66.0    | 66.0          | 94.0               |
|       | opportunity | 3         | 6.0     | 6.0           | 100.0              |
|       | Total       | 50        | 100.0   | 100.0         |                    |

#### INTERPRETATION:

66% of the respondents played game of they are interested in the game, 28% of them had the skill to play and 6% of them played so as to get better opportunity.

**TABLE 4.3 : RANKING OF THE EFFORTS FOR DEVELOPING ONE'S GAME**

| GAME  |                        |           |         |               |                    |
|-------|------------------------|-----------|---------|---------------|--------------------|
|       |                        | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Practice               | 45        | 90.0    | 90.0          | 90.0               |
|       | Healthy food           | 1         | 2.0     | 2.0           | 92.0               |
|       | participate in matches | 4         | 8.0     | 8.0           | 100.0              |
|       | Total                  | 50        | 100.0   | 100.0         |                    |

#### INTERPRETATION :

The 1<sup>st</sup> rank for the respondents effort on developed playing their game went to practice, 2<sup>nd</sup> rank was to healthy food , 3<sup>rd</sup> rank was

to any matches.

### V.SUGGESTION

Further, the mindset of the participants should change for self certain need of seeking government job to focusing training to represent in India international sporting events. Talent should be changed more professionally.

### VI.CONCLUSION

Talent management implies the sustainable competitive advantages of individuals which enables the creation of added values, in the long term, which through the distribution of values. Talent management implies grater satisfaction by achieving success for self, organization and nation.

### REFERENCE

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### WEBSITE

[www.linkedin.com/skills/skill/talentmanagement](http://www.linkedin.com/skills/skill/talentmanagement)

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