

# Chapter 8

## Hiring and Keeping Talent in a Time of Transformation and Staff Empowerment

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### ABSTRACT

*“Hiring and Keeping Talent in a Time of Transformation and Staff Empowerment” is an in-depth exploration of the dynamic landscape of talent acquisition and retention in today's rapidly evolving business world. The book's primary objective is to provide business leaders, HR professionals, and managers with the necessary*

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*knowledge and tools to effectively attract, hire, and retain top talent amidst significant transformations in the business environment and a growing emphasis on staff empowerment. The book begins by delving into the state-of-the-art trends and happenings in talent management. It explores the rise of remote work and flexible schedules, a shift accelerated by the COVID-19 pandemic. It discusses how companies are offering these options to attract and retain top talent, and the implications of this trend on team communication and collaboration. The book also discusses the increasing focus on employee well-being and mental health.*

## **INTRODUCTION**

Recently, the subject of talent management has garnered considerable attention, especially in view of the growing significance placed on employee empowerment and the rapid changes occurring within the business environment (. These days, talent management is a strategic issue for organizations in the fast-changing economic world. Organizational effectiveness is today regarded as substantially affected by the capacity to attract, retain, and develop excellent talent (Groves, 2007). This is especially true in organizations that are knowledge-intensive, given that human capital is an essential source of competitive advantage (Charan, Drotter, & Noel, 2001).

There are numerous problems that affect modern talent management patterns. Initially, the requirement for workers with global competencies rose as a result of corporate internationalization (Huang, 2001). Second, the rapid rise of modern technology has brought up new possibilities for talent management, but it has also introduced new difficulties in terms of skill obsolescence and the need for ongoing retraining (Bersin, 2019). Third, demographic transitions, such as the aging workforce and the arrival of millennials, have implications for talent management practices Hunt, Prince, Dixon-Fyle, & Yee, 2018.

The difficulties in talent management are many. One of the largest difficulties is the paucity of talent, particularly in specific industries and areas (Cappelli, 2015). Another challenge is the retention of talent, which is aggravated by the increasing demands of employees and the increased mobility of roles (Buckingham & Clifton, 2001). In addition, effective talent diversity management is difficult due to the expanding variety of the workforce in terms of age, gender, ethnicity, and other elements (Gröschl, 2011).

The potential in talent management is equally great. The application of technology, especially artificial intelligence and data analytics, enables new alternatives for talent discovery, appraisal, and development (Daugherty & Wilson, 2018)]. The rising emphasis on employee engagement and well-being affords enterprises the potential to identify themselves as employers of choice (Hafner, Van Stolk, Saunders,

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