

TALENT MANAGEMENT AND ORGANIZATIONAL GROWTH; A SURVEY ON SELECTED REGISTERED COMPANIES IN BAYELSA STATE, NIGERIA

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ABSTRACT

The study was carried out to investigate the effect of talent management in organizational growth, with selected registered companies in Bayelsa State, Nigeria as case study. In a bid to unravel the relevant of effective management of talents in various organization to enhance its growth, the study was focused on dimensions of talent management such as; training/development, compensation and appraisal, and their relationship to organizational growth. A sample size of 264 respondents from employees of registered companies in Bayelsa State was drawn for the test. The data collected were analyzed using mean and standard deviation for answering the research questions while t-test statistics were used for testing the hypotheses (Ho) at $p \leq 0.05$ level of significance. Findings revealed that training/development significantly affects the productivity. Also, compensation and appraisal significantly affects productivity. The study therefore recommended among others that talent management workshops and seminars should be periodically organized for directors and employees where competent resource management experts will be invited as resource persons. The study also recommends that appraisal should be conducted regularly in organizations to identify employee areas of deficiencies so as to train and develop them for maximum efficiency to enhance the organizational growth.

Keywords: Talent Management, Organizational Growth, Training and Development, compensation, appraisal, productivity.