

## A STUDY OF TALENT MANAGEMENT AS A STRATEGIC TOOLS FOR PRIVATE SECTOR ORGANIZATIONS IN SRI LANKA

<sup>1</sup>**Kodagoda Gamage Ganga Sajeewani Karunathilaka**

PhD scholar of Management and Science University (MSU), Senior Management Consultant/Lecturer, National Institute of Business Management, **SRI LANKA**

<sup>2</sup>**Prof. Dr. Mohd Shukri Ab Yajid**, President of

Management and Science University (MSU)  
**MALAYSIA**

<sup>3</sup>**Prof. Dr. Ali Khatibi**

Dean, Faculty of Business Management & Professional Studies (FBMP), Management and Science University (MSU), **MALAYSIA**

### ABSTRACT

The talent management is a new phenomenon of foregoing human resource management to achieve organizational performance. Human resource professionals have accepted that only talent is the valuable and longer resource to face the competition in business world. Talent management strategies mainly consist of identifying talent strategies, developing talent strategies and retaining talent strategies. Even though many researchers have proved that, talent management strategies make positive impact on organizational performance, some other authors and practitioners argued contrast to this phenomenon. Hence, the purpose of this paper is to review the literature in order to identify, how talent management strategies impact on organizational performance in private sector organizations in Sri Lanka. The literature review proved that business strategies play key role to achieve organizational performance in line with talent management strategies. Such understanding is relevant for researchers and practitioners to furthering the work in this field.

**Keywords:** Talent; Talent Management; Talent Management Strategies; Organizational performance.