

A GLOBAL TALENT MANAGEMENT STRATEGIES AND OPPORTUNITIES FOR THE PERFORMANCE OF PRIVATE SECTOR ORGANIZATIONS IN SRI LANKA

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ABSTRACT

Global talent management (GTM) is a mechanism for identifying, developing and retaining of talents to meet expected level of performance in the company by facing global challengers effectively. This article move forward theory of GTM through the practical implication of private sector organizations in Sri Lanka. The main three global talent management strategies (GTMS) were hypothesized: global talent identification strategies (GTIS); global talent developing strategies (GTDS) and global talent retention strategies (GTRS). The primary objective of this paper is to identify the impact of global talent management strategies and opportunities on private sector performance in Sri Lanka. The questionnaire survey was conducted for 180 HR professionals in private sector companies which operate both in locally and/or internationally. In order to analyze data, Kolmogorov-Smirnov test was employed to test for its normality, and Pearson correlation test was used for measuring the relationship between variables and also regression analysis was applied for determining the effect of variables. The results indicate that global talent management strategies are significant predictors of OP in private sector companies. Internal alignment between global talent management strategies, Business Strategy & Organizational Size is suggested for future research as crucial to improve OP.

Keywords: Global Talent Management, Talent Management, Global Talent Management Strategies, Organizational performance.