A Study On Employees Perception Towards Talent Management In Manufacturing Industries India Pvt Ltd

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ABSTRACT

This study explores employee perceptions of talent management practices within Manufacturing Industries India Pvt. Ltd. Talent management has emerged as a critical factor in enhancing organizational performance and retaining skilled employees, especially in the competitive landscape of the manufacturing sector. The research aims to assess how employees view various aspects of talent management, including recruitment, training, career development, and retention strategies. Data collected through surveys and interviews provides insights into the effectiveness of current practices and highlights areas for improvement. The findings are intended to support strategic HR decisions and promote a more engaged and productive workforce. The descriptive research design is used in this study. The sample size of 217 has been determined using morgans formula. Tools used in this study chi square, Kruskal Wallis, Correlation.

Keywords: Career Development, Training and Development, High potential Employees.

1.INTRODUCTION

The talent management has become a key priority for organizations seeking sustainable growth and success. Effective talent management involves attracting, developing, retaining, and utilizing employees to meet current and future organizational needs. In the manufacturing sector, where skilled labor and operational efficiency are crucial, the role of talent management is even more significant. This study focuses on understanding employees' perceptions of talent management practices in Manufacturing Industries India Pvt. Ltd. By exploring how employees view recruitment, training, career growth, and retention strategies, the research aims to provide valuable insights that can help enhance human resource practices and overall organizational performance.

Features of Talent Management

Strategic Workforce Planning: Identifying current and future talent needs aligned with organizational goals. Ensuring the right people are in the right roles at the right time.

Onboarding and Induction: Smooth integration of new employees into the organization. Providing necessary training and support for a seamless transition.

2. OBJECTIVES OF THE STUDY

1. To investigate the impact of talent management on employee satisfaction.
2. To ascertain if employees are knowledgeable about talent management practices.
3. To explore the import of talent management on employee motivation.
4. To analyse the impact of training and development programs on the enhancement of employee abilities.
5. To analyse employee feedback function in Talent management Techniques

3. SCOPE OF THE STUDY

This study analyze the Investigating how workers see the hiring procedures, including the efficiency, fairness, and selection criteria. Employee opinions about leadership development programs, skill development, career advancement opportunities, and training programs are evaluated. Examining the opinions of workers regarding internal promotions, career advancement, and leadership succession planning. whether employees believe that career development pathways are obvious and whether Schneider Electric's talent pipeline ready for future.

4. REVIEW OF LITERATURE

Shahrzad Khatri, Mohd Azizan Sulaiman, and Neelam S. Asghar (2024) "Employee Perception of Talent Management Practices and Engagement" This study highlights the critical role of employees' perceptions of talent management in shaping their engagement levels. The authors emphasize that when employees perceive talent management practices (like recruitment, training, and development) as fair and aligned with their career goals, they show higher engagement and are more likely to stay with the organization. The research particularly notes the impact of career development opportunities on increasing employee commitment.

Jessica A. Thompson, Brian D. Harris (2023) "The Effect of Talent Management on Employee Retention" The Mediating Role of Employee Motivation. This paper examines the relationship between talent management practices and employee retention, with a specific focus on how employee motivation mediates this relationship. The authors argue that when employees perceive the talent management system to be robust and tailored to individual needs, their motivation increases, leading to higher retention rates. but it has also changed the consumption of other media too. There are, of course, many other social networks and applications (apps) available but considering the study.

5. RESEARCH METHODOLOGY

In this Study, Descriptive research design is the kind of research design employed in this work. Morgans formula helped to select the sample size of 217 for this work. Normality tests help to show that data are not normally distributed; thus, non-parametric methods are used.

6. DATA ANALYSIS AND INTERPRETATION

6.1 PERCENTAGE ANALYSIS

Table 1: Demographic profile of investors

| Categories	Sub categories	No. of respondents	Percentage (%)
Age	Below 20	10	4.6
	21-25	75	34.6
	26-30	87	40.1
	31-35	28	12.9
	Above 35	17	7.8
Gender	Male	135	62.5
	Female	82	37.5
Job Title	Entry Level	41	18.9
	Middle Level	118	54.4
	Senior Level	58	26.7
Total	**All categories**	**217**	**100**

FINDINGS

The analysis of the demographic data reveals that the majority of employees at Manufacturing Industries India Pvt. Ltd. fall within the age group of 26–30 years (40.1%), followed closely by those aged 21–25 years (34.6%). This suggests a predominantly young workforce, with only a small percentage of employees aged above 35 years (7.8%) or below 20 years (4.6%). In terms of gender, the workforce is male-dominated, with 62.5% male employees and 37.5% female employees. Regarding job titles, most respondents are in middle-level positions (54.4%), indicating a strong presence of experienced professionals who likely play key operational and managerial roles. Senior-level employees make up 26.7% of the workforce, while entry-level positions account for 18.9%.

INFERENCE

- The majority of the respondents are at the age of 26-30 (40.1%)
- The majority of the respondents are male (62.5%)
- The majority of the respondents are from Middle level (54.4%)

Figure 1: Demographic profile of customer
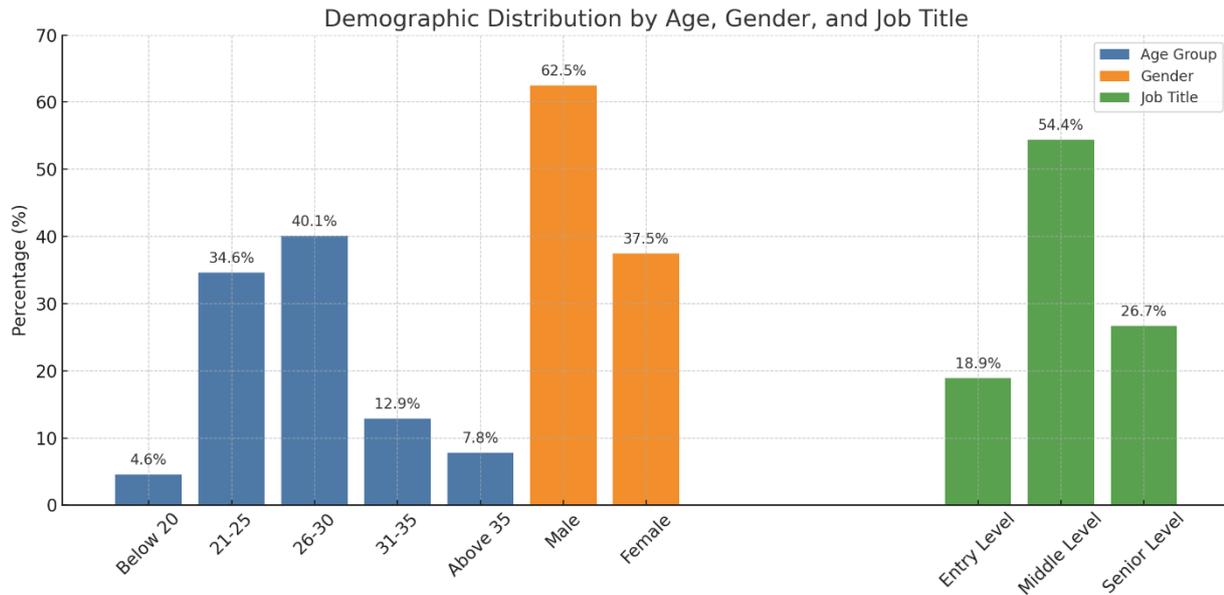
6.2 CHI –

SQUARE TEST

Null hypothesis: There is no significant difference between in the gender distribution.
Alternative hypothesis: There is significant difference between gender distribution.

Table 2: chi – square test

Test Statistics[a,b]

			GENDER
Chi-Square			.611[a]
Df			1
Asymp. Sig.			.370
Monte Carlo Sig.	Sig.		.271[b]
	95% Confidence Interval	Lower Bound	.279
		Upper Bound	.364

INFERENCE

There is no statistically significant difference between the mean rank of male & female with respect to the variables. So, the alternative hypothesis is rejected.

6.3 KRUSKAL WALLIS H-TEST

		TRAINING AND DEVELOPMENT OPPORTUNITIES	IDENTIFYING HIGH-POTENTIAL EMPLOYEES.
TRAINING AND DEVELOPMENT THE RESOPONENT	Pearson Correlation	1	.015
	Sig. (2-tailed)		.732
	N	217	217
IDENTIFYING HIGH-POTENTIAL EMPLOYEES.	Pearson Correlation	.015	1
	Sig. (2-tailed)	.732	
	N	217	217

INTERPRETATION

The results show a Chi-square value of 1.325 with 1 degree of freedom and an asymptotic significance (p-value) of 0.300. Since this p-value is greater than the standard significance level of 0.05, we fail to reject the null hypothesis, indicating no statistically significant association between the variables under study and career development.

SPEARMAN RANK CORRELATION

Null hypothesis: The variables are not statistically significant.

Alternative hypothesis: The variables are statistically significant.

Table 4: Spearman's Rank correlation

Correlations

			CAREER DEVELOPMENT OF THE RESPONENT
Chi-Square			1.325
Df			1
Asymp. Sig.			.300
Monte Carlo Sig.	Sig.		.382a
	95% Confidence Interval	Lower Bound	.287
		Upper Bound	.574

INFERENCE

Coefficient of correlation= 0.015 The variables are positively correlated.

7. SUMMARY OF FINDINGS

1. The majority of the respondents are at the age of 26-39 (40.1%)
2. The majority of the respondents are male (62.5%)
3. The majority of the respondents are from Middle level (54.4%)
4. There is no dependency between male and female.
5. The variables are positively correlated.

8. SUGGESTIONS

The company can Implement digital twins for real-time simulation and monitoring of projects (especially in energy management and smart building systems) to detect issues early and optimize performance. The company can promote Sustainable Procurement Practices Integrate green sourcing policies to ensure that project materials and technologies align with Schneider's sustainability goals. The company should continue to position itself as a global leader in sustainability, digital transformation, and energy efficiency. A strong focus on expanding the platform with integrated AI, edge computing, and cybersecurity.

9.CONCLUSION

The survey makes it abundantly evident that the study on employees' perception towards talent management at Schneider Electric reveals that the organization has made significant strides in creating a structured and forward-thinking approach to talent development. Employees generally recognize and appreciate the company's efforts in areas such as training and development, internal mobility, performance evaluation, and leadership grooming. However, the findings also indicate the need for greater transparency in career progression opportunities and more consistent communication regarding talent management strategies. employees feel supported in their career growth; a segment expressed the desire for more personalized development plans and mentorship opportunities.

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