

HUMAN RESOURCE MANAGEMENT

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VIDEO LINK

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TALENT MANAGEMENT

Talent Management is vital to the success of any organization. It involves integrated organizational HR processes that work together to attract, engage, motivate and retain the best employees for a company, nurturing them into life-long employees, and is often managed with a talent management platform



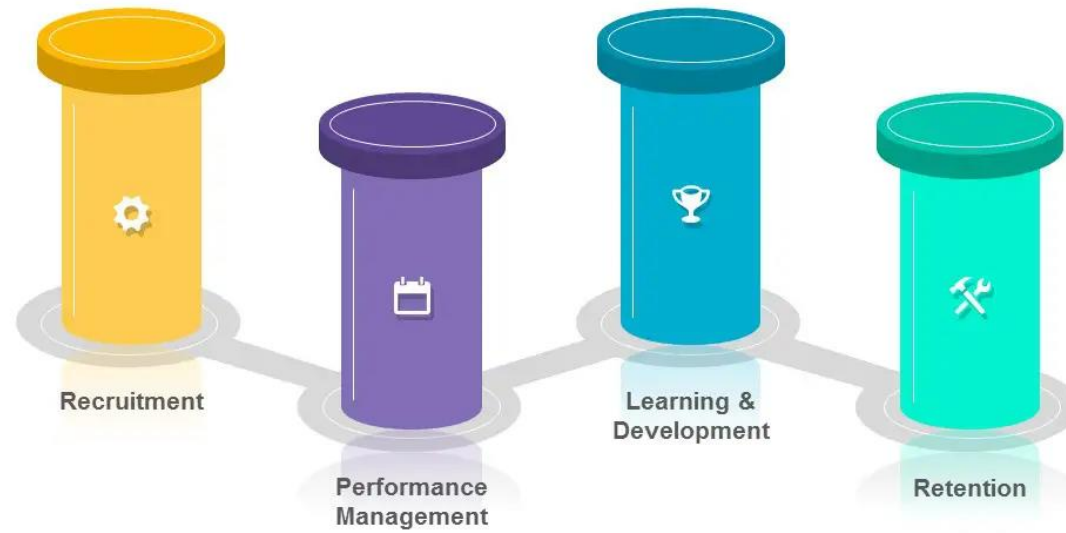
HOW CAN IMPROVE TALENT MANAGEMENT

- Make talent development part of the company culture
- This helps not only strengthen the current teams but is also useful in recruiting additional members in the future

EVALUATE THE EMPLOYEE AND GIVE SOME COACHING

- clear communication
- Now days employees and human resource department is facing one of the issue is clear communication. employees are not aware of how to solve they problems. so we can implemented a new staff for the employs problem solving area and find the problems for the workers and give some help for the situation. we can use this method its very help for achieving the company goles and increase the customer satisfaction
- also make a app or software. then we know about the employees current situation and problems. if any employee facing issues. give some solutions and helps. that kind of we know about the full details of the employee for using the app.

4 PILLARS OF TALENT MANAGEMENT



PROBLEM SOLVING MENTALITY

- Get the fact : Before making any decision, a human resources professional must dig and get the "true" facts that relate to the problem presented. Care must be taken to avoid hearsay or secondhand information and to get firsthand, credible information
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- Make a positive decision : some times take a Taff decisions. But its very hurts for the other employees. So taking the action is very cleverly and clearly. Every times take positive decisions.
 - Be creative. Creativity is useful when problem-solving because you may encounter challenges you and your team haven't seen before or add to existing solutions for better outcomes. Be creative.
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Problem Analysis Slides



Problem

This is a sample text.
Insert your desired text
here.



Analysis

This is a sample text.
Insert your desired text
here.



Solution

This is a sample text.
Insert your desired text
here.

Problems

Analysis

Solution



Examples of problem-solving skills for managers (By Indeed Editorial Team Published May 25, 2021)

Leadership

Showing the leadership skills can build trust between you and your team, which makes it easier to help them solve problems and overcome obstacles together. You may delegate tasks to the right employees more easily and understand how to talk to an employee to help them overcome their own work obstacles. This may help your team collaborate successfully to create solutions and achieve goals as a unit.

Adaptability

- As you solve problems in the workplace, you may learn additional information that changes how you understand the problem or your solution. This makes adaptability important for you to develop your problem-solving skills. You may need to improve your idea suddenly, change it completely or let someone else take charge, and excellent adaptability skills can help you succeed in each of these situations. Examine the problem
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- examine the problem : Look more closely at the issue and find any relevant information that may help you overcome it. Consider analyzing the problem with your team to get multiple opinions and perspectives about the situation and potential solutions. You may also compare your challenge to similar challenges you and your team have faced to understand how you solved those challenges and inspire ideas for new solutions.

- **PICK THE BEST SOLUTION AND APPLY** : from the list and commit to using it to solve the problem in the workplace. With this solution, you can create and present a plan of action that details why you're solving the problem, how to solve it and which roles everyone on your team has in the solution. To describe your plan to your team, you may choose to create a presentation with information about the problem and solution. However, for smaller issues, you may implement your solution on your own or hold a small, informal meeting discussing the changes.
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CONCLUSION

- i am fouse on talent management and problem solving . in my research Employees are the most valuable asset of the organization. Improving the talent of the employees. Also increase high level of the customer satisfaction

- Reference

7 steps to solving any HR issueD. Albert BrannenMonday, January 12, 2015

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- Look Inwards: How to Build an Effective Internal Recruiting
...<https://www.selectsoftwarereviews.com › blog › effectiv...>1 Oct 2020 —
Implementing an Internal Recruitment Strategy · Be as transparent as possible: Always clearly communicate the requirements and expectations of an