The Impact of Talent Management on Organizational Performance: A Study of Organizations in Apparel Industry in Sri Lanka

Munasinghe, M. H. L. H.[1] and Chamaru De Alwis[2]

This research focused to find out the impact of talent management on organizational performance in the apparel industry in Sri Lanka. In the current study it has been recognized major four areas under the talent management Such as Talent Attraction, Talent Retention, Learning and Development and Career Management. Research analysis aimed to find out those four independent variables has impact on organizational performance. A cross-sectional survey design was used and convenient sampling method was used to select the respondents from the apparel industry in Sri Lanka. Population of the study was 350 apparel manufacturing organizations in Sri Lanka. Out of them 40organizations responses picked as the sample of the study. The convenience sampling method was used to select the sampling units. Data was collected through a structured questionnaire that created by Lyria (2014).The data was analyzed using correlation and regression analysis.

It is found that talent retention and learning and development had demonstrated that those affected on organizational performance. However, there was not significant impact of learning and development on organizational performance in current field. And other two independent variables: career management and talent attraction had positive relationship with organizational performance although it is not significant. The results of the study implied that HR professionals of Sri Lankan apparel industry highly emphasize on talent retention to increase the organizational performance. This research may be a reflection of the development in the apparel industry and human resource strategy makers who try to come up with talent management concept.

Keywords: Talent Attraction, Talent Retention, Learning and Development, Career Development, Organizational Performance

[1] hansini92lhm@gmail.com

[2] dealwisac@gmail.com