

The Impact of Talent Management on Employee Intention to Retention in Apparel Sector Organizations in Sri Lanka.

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In the dynamic and competitive landscape of the global apparel sector, organizations in Sri Lanka are confronted with the imperative challenge of retaining skilled and proficient employees. This study investigates the critical nexus between talent management practices and employee intention retention within in the context of Sri Lankan apparel sector organizations. Utilizing a thorough examination of literature, organizational policies, and empirical data, the research aims to delineate the multifaceted dimensions of talent management and its direct influence on employee intention to retention in the organization. Key factors such as recruitment and selection, training and development, performance management, and career advancement programs analyzed to discern their individual and collective impact on employee intention to retain. The findings of this research endeavor to contribute valuable insights to organizational leaders, human resource practitioners, and policymakers in the Sri Lankan apparel sector, facilitating the formulation of evidence-based strategies for talent management that resonate with the unique challenges of the industry and foster a sustainable, motivated workforce. Ultimately, the study aspires to offer practical recommendations to enhance the efficacy of talent management initiatives and strength employee intention to retention in Sri Lanka's apparel sector.

Keywords; *Talent Management, Employee intention retention Intention, employee performance and career management, Teamwork and Management support, Recruitment and Selection process, Salary and Compensation*

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