

# Talent Acquisition

<sup>\*1</sup>Dr.R.Arputharaj & <sup>2</sup>Mukundhan.R

<sup>\*1</sup>Assistant Professor of Commerce, Mannar Thirumalai Naicker College, Pasumalai, Madurai (India)

<sup>2</sup>iii B.Com, Mannar Thirumalai Naicker College, Pasumalai, Madurai (India)

---

## ARTICLE DETAILS

### Article History

Published Online: 03 Oct 2018

### Keywords

Human resource, acquisition, position

### \*Corresponding Author

Email: rarajdr7[at]gmail.com

---

## ABSTRACT

The recruitment process takes a vital role in throughout the world. The employees are treated as real asset of all organizations. When an organization recruits right person to the right job, it is equal to the saying 'well begin'. But it is not an ordinary task. It is one of the special tasks. This special task requires special knowledge to identify and to appoint loyal employees for any organization. The employees force always considered as the key factor of all organization for all time. Hence all the organizations take much care in the recruitment

Talent acquisition is the process of finding and acquiring skilled human labor requirement. Talent acquisition usually refers to the talent acquisition department or team within the Human Resource department. In the early days all organizations meet only local competitions. But now the organizations meet global competition and in a position to increase or at least maintain the profitability of the organization. It adds to the responsibility of recruitment process to replace the existing process. Now the Talent acquisition is considered as innovation in the field of Human Resource Management and also the time requires it.

---

## 1. Introduction

The victory of an organization depends on the basis of employees of an organization. There is a statement that is to select right person for the right job. This is a chant for success. The chant is known as Talent acquisition of the testing process. This testing process has been applied on who is/are going to recruit the people for right jobs. In India most of the industries are closed because of worst attitude of the employees. The employee must have own sense to take decision regarding their problems related with an organization. The building, plant and machinery, bank deposits, stocks these are not consider as the real asset of an organization. The employees are considered real asset of the organization. The most valuable assets (employees) will be selected very carefully. The HR team is going to select an organization's employees. HR team should have that much level of knowledge to select or recruit the persons for the organization's positions. That measuring scale is called as Talent Acquisition. Talent Acquisition It is most important thing which will be required to HR Team or recruitment Board

## 2. Meaning

Talent acquisition is the process of finding and acquiring skilled human labour for requirement. When used in the context of recruiting and HR profession, talent acquisition usually refers to talent acquisition department or team within the Human Resources department.

## 3. Difference between Recruitment and Talent Acquisition

Many of them think their self the terms recruitment and talent acquisition are synonymous, but there is an important difference between two.

Recruitment is nothing but filling the vacancies. Talent acquisition is an ongoing strategy to find specialists, leaders, or future executives for an organization. Talent acquisition tends to focus on long-term human resources planning and finding appropriate candidates for positions that require a very specific skill set.

## 4. Talent Acquisition Process

The following factors are very essential factors in the process of Talent acquisition

1. Position Descriptions
2. Job Requisitions
3. Interviewing candidates
4. Checking references
5. Offer process

## 5. Position Descriptions

Talent Central is designed to import automatically position-specific information from PeopleSoft and the Jobs Descriptions Database when a requisition is created. Information includes items like the job title and description, and basic qualifications for each job code. For the hiring manager, this automated feature ensures that up-to-date titles and qualifications are used, and improves posting time by reducing the need for data entry.

Hiring managers are encouraged to include detailed job duties as well as job related preferences to the position description. This information will be reviewed in the strategy session with your recruiter. The posting may be customized by your recruiter in order to attract the highest quality applicants for your position.

## 6. Job Requisitions

The online Talent Central job requisition will be used by the hiring manager and Talent Acquisition Team to initiate and document the sourcing and hiring of talent for Vanderbilt. A requisition will be initiated by the hiring manager and, after necessary approvals, will be forwarded automatically to the recruiter through Talent Central.

## 7. Interviewing Candidates

Hiring managers will conduct interviews with candidates selected from the list of applicants referred by the Talent Acquisition Team. In an effort to ensure consistency and to select the best candidates for open positions, behavioral interviewing techniques are recommended.

Targeted Selection is Vanderbilt University's approach for interviewing and selecting new employees. It enhances and develops a variety of key behavioral interviewing skills. To schedule training, or contact Learning & Organizational Development.

Hiring managers are responsible for being consistent and equitable in interviewing candidates. They should:

- Interview a number of candidates to ensure that a fair comparison takes place
- Ask only job-related questions
- Use the same standardized interview guide for all those interviewing for the same position
- Schedule and plan to spend the same amount of interview time with all candidates.

## 8. Checking References

Vanderbilt requires a minimum of two work-related references from the candidate's previous employment. References should be obtained from individuals who provided supervision to the individual or have unique insight into his or her work, or from the office specifically designated by the employer to provide such information. To supplement any references obtained by the hiring manager, employment verifications on external candidates will be conducted by a pre-employment screening vendor and initiated by the recruiter on final candidates.

References for internal candidates are as important. The recruiter or hiring manager can conduct these depending on circumstances and preferences. The recruiter will extend a contingent offer until the current supervisor provides the reference.

## Reference

1. [www.jobvite.com](http://www.jobvite.com)
2. <https://hr.vanderbilt.edu/talentcentral/process.php>

## 9. Offer Process

Once a finalist is selected, the recruiter, in consultation with the hiring manager, develops the salary recommendation and builds the offer letter of record within Talent Central. The recruiter can send the offer letter directly to the candidate or to the hiring manager, for them to share with the candidate. If the offer is accepted, the hiring manager notifies the recruiter and this triggers a background check (if needed). Upon successful completion of the background check, the hiring manager, with assistance from the onboarding administrator, gives the new hire their official start date, initiates the onboarding process and arranges for the new hire's orientation.

## 10. Conclusion

In the competitive world all bosses are no linking to face the recruit problems. The Talent acquisition is properly applied by the HR team to select appropriate person for the right job. Like Mr.Sundar Pitchai was appointed as CEO of Google. It is one of the best evidence for talent acquisition process. The HR team has found skilled labour, select them and appoint them in required position. It helps to boss to take the organization at next level

## 11. Findings And Suggestions

The talent acquisition is an amazing process in the searching process of suitable candidates for posts of an organization. The primary aim of talent acquisition is to find talented and skilled personalities for suitable positions. The following findings and suggestions should be considered future prospects of an organization.

- TA (Talent Acquisition) has considered only the efficient people or skilled personalities only.
- HR (Human Resource) team has all potential talent to find right person for right job. There is no possibility in all time.
- After getting the job or position in an organization, there is no possibility to make them as competent person continuously or can't fulfill the future requirements of an organization.
- Another question also there what about the semi-skilled and unskilled person and what is their position in the society.
- There is no end for this process because every day many innovations will be born.
- From the traditional period to technology period the human is considered as key factor ultimately.