

**IMPACT OF TALENT MANAGEMENT PRACTICES ON
PERCEIVED ORGANIZATIONAL EFFECTIVENESS: A
COMPARATIVE STUDY BETWEEN STATE BANKS AND
PRIVATE BANKS IN TRINCOMALEE DISTRICT**



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Abstract

Talent management is found to be important for modern organization because of the advent of the modern economy new generations entering the human resource and the need for businesses to become more strategic and competitive which implies new ways of managing resource and human capital. The main objective of this study is to find out the impacts of talent management practices on the organizational effectiveness in the state and private sector banks in Trincomalee District. To achieve this objective a cross-sectional survey using structured questionnaire was used to collect data from 200 employees in state and private sector banks in Trincomalee District. All the items in the independent and dependent variables were tested through reliability test to ensure the reliability of the scale.

In this survey five variable are addressed under the independent variable as human resource policy, training and development, ability, motivation and opportunity and one variable was discussed under the dependent variable as organizational effectiveness. Univariate, bivariate and regression analysis made to find out empirical result. The empirical results obtained through this investigation provided several interesting points that necessitate further discussion. As was expected, given the widespread empirical support shown for this impact in other contexts, a higher level of talent management practices was found to be positively correlated with organizational effectiveness of banking sector. The result revealed that talent management practices significantly and positively impact on organizational effectiveness of banking sector. Based on the result, the study recommends that further enhance talent management practices bank should endeavour to extent more talent management practices to enhance organizational effectiveness. Hence talent management is one of the key parameters of sustainable competition advantages in banking sector.

Keywords: Organizational Effectiveness, Talent Management Practices, Bank

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