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Talent management practices a trajectory and ingenuity in higher education institutions : A meta-analysis review of literature (Book Chapter)

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Abstract

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The purpose of the article is to identify talent management practices in higher educational institutions . Meta-analysis literature review was undertaken in order to evaluate the role of talent management in successful attainment of institutional staff quality performance. Through literature review , it was found out that talent management has its share in modern organisational human resource management practices . The study revealed that human resource undoubtedly is an unpredictable resource with multi-coloured responses and attributes towards work; if these attributes are truly discovered, developed and utilised well, then they definitely have an added value on institutional total quality services. The paper also contended that there is a need to investigate its true practice currently embarked on in operations so as to find a suitable theory for the subject and its implication for organisational transformation and excellence. © 2018, Springer International Publishing AG, part of Springer Nature.

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