Influence of Talent Management Practices on Commitment of Non-critical Employees in IT Companies in Chennai

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***Abstract*- This study examines the influence of Talent Management practices on commitment of non-critical employees in IT industry in Chennai, India. All employees have their own contribution to meet the success in long-term by any organization. HR managers of 60 large IT companies, located in Chennai were interviewed and surveyed to get better insights on Talent management practices and in addition, they provided a sample of their critical and a sample of their non-critical Employees. Commitment questionnaire was administered with 250 non critical employees. The results show that there is a significant difference between socio-economic features of non-critical employees and preference of talent management practices in IT companies. The regression analysis implies that job rotation and shadowing, mentoring and buddying, high potential development schemes, graduate development programmes and development centers are positively and significantly influencing the commitment of non-critical employees in IT companies at one per cent level, while, 360-degree feedback, cross functional project assignments and external secondments are negatively and significantly influencing the commitment of non-critical employees in IT companies at five per cent level. Organizations should thus take into account that Talent Management practices substantially impacts the commitment of workforce considered as non-critical. Further research is needed to conclude upon its impact on Organization performance as a whole.**

***Index Terms*—Talent Management, Talent Segmentation, Non-Critical employees, Commitment, IT industry**

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