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EMERGING CHALLENGES AND OPPORTUNITIES OF TALENT MANAGEMENT IN INDIAN BANKING SECTOR – A CASE STUDY OF SBI, SHIMOGA DISTRICT

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ABSTRACT

The present paper provides a platform to understand the emerging challenges in talent management in State Bank of India (SBI), Shimoga District, focusing on the Talent Management challenges in the selected bank highlighting the areas of challenges. State Bank of India is a banking corporation offering retail and corporate banking services, including retail loans, corporate and business credit, forex and trade finance services, investment banking, depository services, and investment advisory services. Talent Management is the hot topic for HR managers in organizations, both in the private and public sectors. To develop an integrated, proactive Talent Management strategy is required from the view point employer of choice status as an outcome of coherent corporate culture rather than ad-hoc programs. In a service-oriented industry such as banking, people are among the most important assets. To stay competitive, a bank must efficiently manage its employees during every phase of employment. But, banks of all sizes face challenges that make enterprise. Talent Management very difficult to achieve. The analysis is made with the help of a structured schedule for the banks and personal interviews with the bank employees. The analysis and interpretation will be made by using suitable statistical tools and techniques in order to arrive a authenticate information about the best banking practices in the present scenario. It concentrates on the new emerging challenges in banking practices, opportunities, issues and policies in Banking Sector with special reference to State Bank of India in Shimoga District. Finally, it makes an attempt to offer suggestions to enhance its talent management strategies and to cope up with the existing challenges in the wake of severe competition in the area of Talent Management.

KEYWORDS: *State Bank of India, Services Sector, Talent Management, Indian Banking Sector, Talent Management in Banks, Talent Management in HR, Talent Study and Evaluation in Shimoga.*