



Integrated Talent Management Framework for Healthier Healthcare Performance – A Strategic Approach

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Abstract: *In spite of the fact that the healthcare industry needs to face constant change because of the continuous development of rules and guidelines, health care delivery procedures and payment models along with increasing demand for quality health services, it can be expected that talent management in healthcare sector need to be given more importance than earlier. Managing talent is even more critical in healthcare industry as it directly impacts the quality of patient care apart from meeting various regulatory and quality standards. Needless to say that, without qualified healthcare professionals, it will be very difficult to provide quality service to patients, to their family members and the community. Acquisition and Retention of skilled healthcare professionals is a great challenge as healthcare workforce is aging thus causing a dearth of experienced talent in the industry thus intensifying the war for talent within the health care industry. An effective formulation and implementation of integrated talent management framework is the need of the hour for healthcare industry for healthier healthcare performance as shortage of skilled healthcare professionals grows at an alarming rate.*

Keywords: *Integrated Talent Management, Acquisition and Retention, Skilled Healthcare Professionals, Healthier Healthcare Performance, Strategic Approach.*

I. IMPORTANCE OF TALENT MANAGEMENT

Many of the industry leaders recognize the necessity to invest in talent management process. Attracting and retaining right talent is the highest challenge for any industry especially in healthcare industry. Healthcare industry is no stranger to the ever changing dynamics of compliance and competency requirements but today's volatile and uncertain business environment are changing the game as healthcare organizations are more concerned with providing top patient care. HR leaders in the healthcare industry face a persistent challenge with regard to retention of talent and they need to ensure healthcare employees with the right skills stay long in the healthcare organization. Planning and implementation of right talent management policies and programmes will certainly help healthcare leaders' to focus on things that really matters. This will surely help to be in control with the organization's talent and will pave way for talent base to grow with time contributing to achievement of the overall healthcare organization's Vision and Mission. In order to keep pace with the changing business environment, healthcare organizations need to create an agile talent management process in place so that they can respond more effectively and quickly to the changing needs of the healthcare industry. When proper talent management processes are in place, then the healthcare organization will be able to achieve better insights as how best talent can be developed to provide top notch quality patient care. Moreover healthcare leaders' need to necessarily to plan and implement series of best talent management practices throughout the healthcare organization as competition for skilled talent is very intense from the positions of registered nurses to senior healthcare leaders to housekeeping staff. Therefore talent initiatives just cannot be focused only on few positions instead should be addressed to a broad spectrum of healthcare needs. Thus, talent management is a healthcare organization's commitment to recruit, develop and retain the right talent available to achieve organizational objectives.