

# **EMPLOYMENT PERFORMANCE AND TALENT MANAGEMENT PRACTICES IN THE FIELD OF DENTISTRY**

**BY**

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## MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

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2	11/11/2022	Faculty 9	Chapter 1,2 & 3 completed	<i>Zara</i>
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**Declaration of Authentication**

I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

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## **Dedication**

I would like to dedicate my research work to my dentist college's friends, my teachers and my family; they are the one who supported me throughout this study. In all facets of my academic career and personal life, I am grateful for their advice and support.

## Acknowledgement

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## **Abstract**

### **Purpose**

The objective of this research was to evaluate how talent management techniques affected dentists working for Pakistani healthcare institutions in terms of employee performance.

### **Methodology & Design**

A cross-sectional design and a quantitative methodology were used in this investigation. Convenience sampling was used to choose the sample from the population. 265 dentists who work for healthcare organizations made up the study's sample, which was used to assess how well personnel perform as a result of talent management strategies. Data was gathered via a questionnaire.

### **Findings**

The study's findings showed that talent management techniques, such as hiring and selecting for the purpose of attracting talent, coaching and mentoring for the learning and development of talent, and paying for talent retention along with employee engagement have a considerably favorable impact on employee performance.

### **Limitations**

The variables in this study were not revalidated because there were only a small number of observations (265 responses). If additional research were to be done at a time when the economy was more stable, it is possible that the findings would be different

### **Recommendations**

The results of the study may help human resource management departments in healthcare organizations create techniques to manage talented individuals, which in turn will help employees to perform well in achieving organizational goals. To recruit, retain, and develop qualified staff members who can meet the organization's present and future demands, healthcare institutions should implement talent management strategies and practices.



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