



**TALENT MANAGEMENT POLICIES AND PRACTICES IMPLEMENTING IN
BANKING SECTOR**

A thesis submitted to the Department of Management Sciences in partial
fulfilment of the requirement for the MBA degree

JUNE, 2014

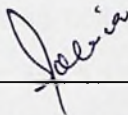
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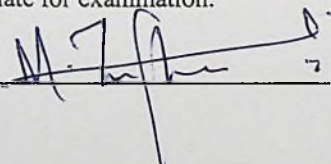
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I Sobia Liaquat Registration No. 25004 submit 03 bound copies of thesis titled:
"Talent Management Policies and Practices in Banking Sector of Karachi" in the
management science department as part of fulfillment of the MBA degree requirement.

Candidate Signature:  Date: 23rd June, 2014

Certificate of Supervisor

I M Zeeshan Ali being the Supervisor of the above student certify that the research work
of the student has been completed to my satisfaction and that the thesis is in a format
recognized by the department and is in accordance with the rules of the University. The
thesis is appropriate for examination.

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ABSTRACT

PURPOSE: The purpose of this research is to study the policies and practices of talent management implementing in banking sector of Pakistan.

METHADODOLOGY: This study involved use of questionnaires filled by the 5 banks with the sample size of 350. To analyze the data one sample T-test has applied through SPSS. The analysis of descriptive data is done by interpreting the responses in general words for the easy understanding

FINDINGS: Talent management is a current trend which is prevailing swiftly in the organizations to meet the demand that are associated with increased complexity. Talent is worldwide and it is developing in Pakistan as well. Previous studies have focused on the management of talent but the practices were not discussed in the true sense. As our Local Banks are also practicing the same so it is concluded that talent management policies and practices are implementing in banking sector properly.

PRACTICAL IMPLICATION: The outcomes of the research also help the organization in understanding the talent management process. The discussion about the policies and practices of talent management is crucial to the practical implication of central HRD practices in order to get the competitive advantage in HR.

KEYWORDS: Talent, Talent management, Human Resource Development

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