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A Conceptual Review of the Talent Management and Employee Retention in the Banking Industry

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Abstract: *The value of talent workers, talent management, and talent retention has grown attributed to the increasing economic circumstances of the world. Talented and devoted employees are often an integral part of a company. Smart, sophisticated, digitally literate, internationally astute, and operationally agile businessmen are considered talented individuals. Talent management means that organisations have access to strategic planning with the best candidates with relevant expertise placed at the right place. Therefore, the aim of this study is to develop a conceptual model that explains the relationship between talent management and employee retention. The study will be used to accumulate empirical literature by the name of talent management and talent retention in different online database sources such as Google Scholar, Springer Link, Wiley Blackwell, Science Direct, JSTOR, Emerald full text, SCPPOUS, EBSCOHOST, etc. The review findings of the study show that any success or loss of a company mostly depends on the activities and survival of talented employees. The study also found that the retention of employees is one of the challenges that many public and private organisations face. It has become an even greater challenge facing human resources professionals because there is a luxury of choice for talented candidates in the global job skills market. At the same time, there is a lack of research emphasizing only on the banking industry. The proposed conceptual model depicts significant effect of working environment and other dimensions of talent management and its effect on employee retention in the banking industry.*

Keywords: Talent Management, Employee Retention, Banking Industry, Working Environment