

8) Talent Capital HR Management challenge

Spiraling costs, be it office space, transport overheads or big time salary payouts in any industry headed for some costing / profitability realities - some new important questions will be raised. Especially in the area of human capital management. Unlike the past, when developing Human Resources for the sector, was simply a matter of hiring and on-the-job learning, today's Knowledge professionals require companies to deploy 'Best Practices' that create a conducive environment for achieving customers', personal and professional goals.

Talent sourcing and mapping would come under increased focus. Output from academia is not showing massive signs of industry or vocation orientation and, given that sector's track record nobody is betting on overnight changes.

What is the global recruiter planning to do improve his sourcing smarts? Outreach is probably a given, with fat corporate budgets and multi channel tentacles. You now have all resumes parked in your email boxes - fine and dandy. What next? Good fitment is, often needle in the haystack.

Any experiences - fellow recrooters?

Any one talking about reversing trends and changes yet?