



HUMAN CONCERNS AND ISSUES IN ENGLISH LANGUAGE AND LITERATURE

(Book I)

Edited by

**K. U. Gangarde
B. N. Wakchaure**

**D. D. Kamble
B. V. Shinde**

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NEWMAN
PUBLICATION
www.newmanpublication.com

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**DEPICTION OF HUMAN NATURE IN SUDHA
MURTY'S SELECTED SHORT STORIES IN *WISE
AND OTHERWISE: A SALUTE TO LIFE***

Dongre Shriram T.

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Sudha Murty is a scholar, a teacher, a writer, a philanthropist and a successful inspirational investment manager. The book *Wise and Otherwise: A Salute to Life* by Sudha Murty, is a non-fictional work. Sudha Murty goes into tribal forests, poor hamlets or communities devastated by disease and help them as she could. She documents her own real life experiences in the form of short stories and leaves it to the readers to decide whether the characters in them are good or bad. Reading this book is like boarding a train with people of different natures. Some of them you like and some of them you dislike. The distinct stories are the insights into human nature.

Wikipedia defines the term 'Human Nature' as ways of thinking, feeling and acting that humans tend to have naturally. In *Wise and Otherwise: A Salute to Life* there are people who are greedy, selfish, inhuman, insensitive, hypocritical, dishonest as well as honest, dedicated and large-hearted too. In "A Man too Clever by Half" the writer talks about the hypocritical nature of a salesman. The salesman, when visits her library, doesn't recognize Sudha Murty and thinks her as one of the staff members and lies that he has been sent by Sudha Murty to sell some of his books for the library. He tries to convince Sudha Murty that he is well acquainted and shares a good rapport with Sudha Murty and Narayan Murty. He continues lying that Sudha Murty is his childhood friend; Murty has taken his advice when she wanted to start Infosys and he played a mediator in her marriage. When Sudha Murty discloses her identity, the man becomes red-faced. She very sternly asks the person to stop his outrageous behavior and tells him that his books are not worth buying because only an honest human being can be a good writer. In "The IT Divide", Sudha Murty gets a similar experience. She tells us how the vendors cheat us by telling different prices of goods to different people according to their economic status. They talk very respectfully and gently to the well-dressed people who look rich in their appearance and who will not bother about the price. The same vendors behave very rudely towards the common people. The writer tells us how people very easily sacrifice business ethics for the sake of excess money.



HUMAN CONCERNS AND ISSUES IN COMMERCE

(Book I)



Editors
Dr. Vishnu Fulzele
Dr. S. G. Sagar
Mr. M.V. Navdhare



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TALENT MANAGEMENT- AN UNEXPLOITED OPPORTUNITY IN INDIA

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Objectives of the study

- To understand the basic concept and origin of Talent Management.
- To study the problem faced in the path of Talent Management in India.
- To study the advantages of adopting Talent Management.

Introduction

Over the last decade, the face of *human resources (HR)* has changed tremendously. What was once a seemingly less significant department has now become an integral part of the organization—and its bottom line? Today, HR is all about the understanding that maintaining a positive and productive work environment is good for business. Accomplishing this more-than-ideal scenario can seem a herculean task because many organizations don't understand what is needed. So, how can today's businesses manage this change? Simple: by adopting HR best practices and implementing the latest HR technology.

Recession or not, innovation in HR technology continues to grow and to alter the way in which people work. This technology impacts all of us—in both our personal lives and in the workplace. It's important that we continue to embrace technology in order to have the tools that will help create better communication and collaboration within our grasp. Technology (e.g., social networking, mobile phones, etc.) helps people connect within their work environments and fuels the potential for increased productivity and creativity.

But no matter what the current trends are, the most pressing point remains: organizations require keeping both their current and future workforce requirements in mind before turning to a new solution. As we are approaching towards a new decade, here are five of the top trends that is believed to be making the biggest impact in the HR arena.

- talent management
- social networking
- outsourcing

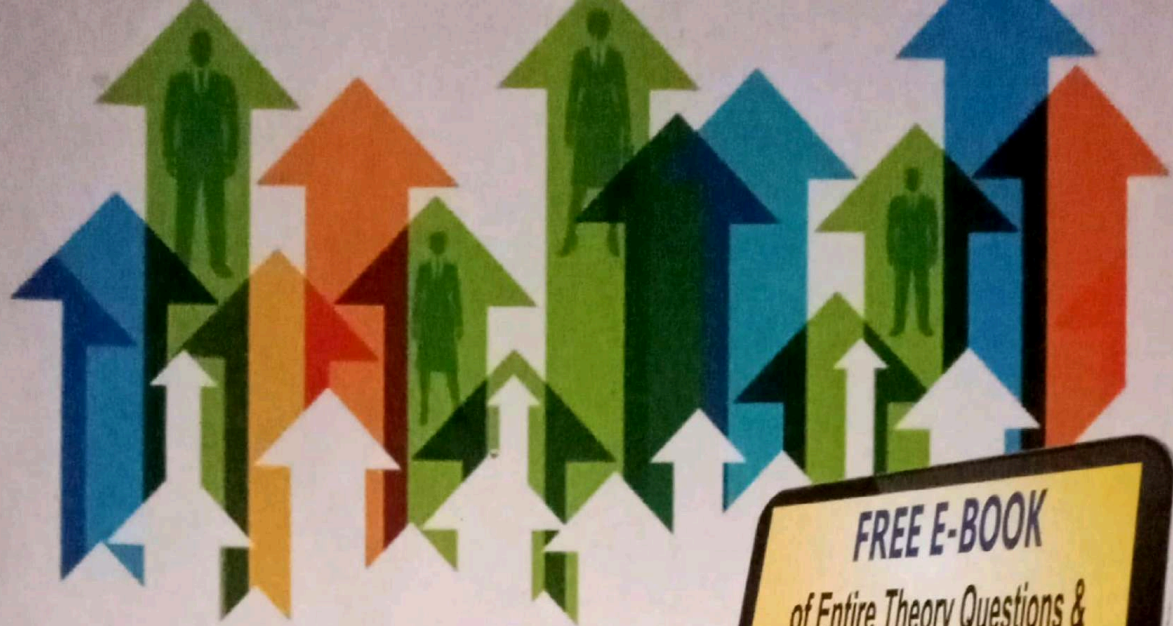
Literature Review

1. Lawler III (2008) and Cappelli (2008) indicate the importance of talent management and its benefits.
2. McKinsey suggested that the global war for talent is becoming a critical driving force in corporate competitiveness and performance, the notion of talent management has become increasingly popular. (Axelrod et al., 2002; Michaels et al., 2001).

Talent Management- Concept and Meaning

Talent management adds to the core HR mix, providing a combination of recruitment, performance and compensation management, succession planning, and more. Talent management is a strategy that combines core HR functions such as, personnel administration, payroll, and benefits with acquisition, development, and performance. These solutions provide a comprehensive suite of tools that helps organizations take a more strategic approach to the way they select, manage, and retain their employees.

Talent management implies recognizing a person's inherent skills, traits, personality and offering him a matching job. Every person has a unique talent that suits a particular job profile and any other position will cause discomfort. Talent-management processes include workforce planning, talent gap analysis, recruiting, staffing, education and development, retention, talent reviews, succession planning, and evaluation. Simply put, talent management ensures that the right people, with the right skills, are in the right place, and are engaged and focused on the right activities to achieve targeted business results. It is the complete set of processes an organization employs to identify, acquire, deploy, develop and manage the people it needs to successfully execute its business strategy.

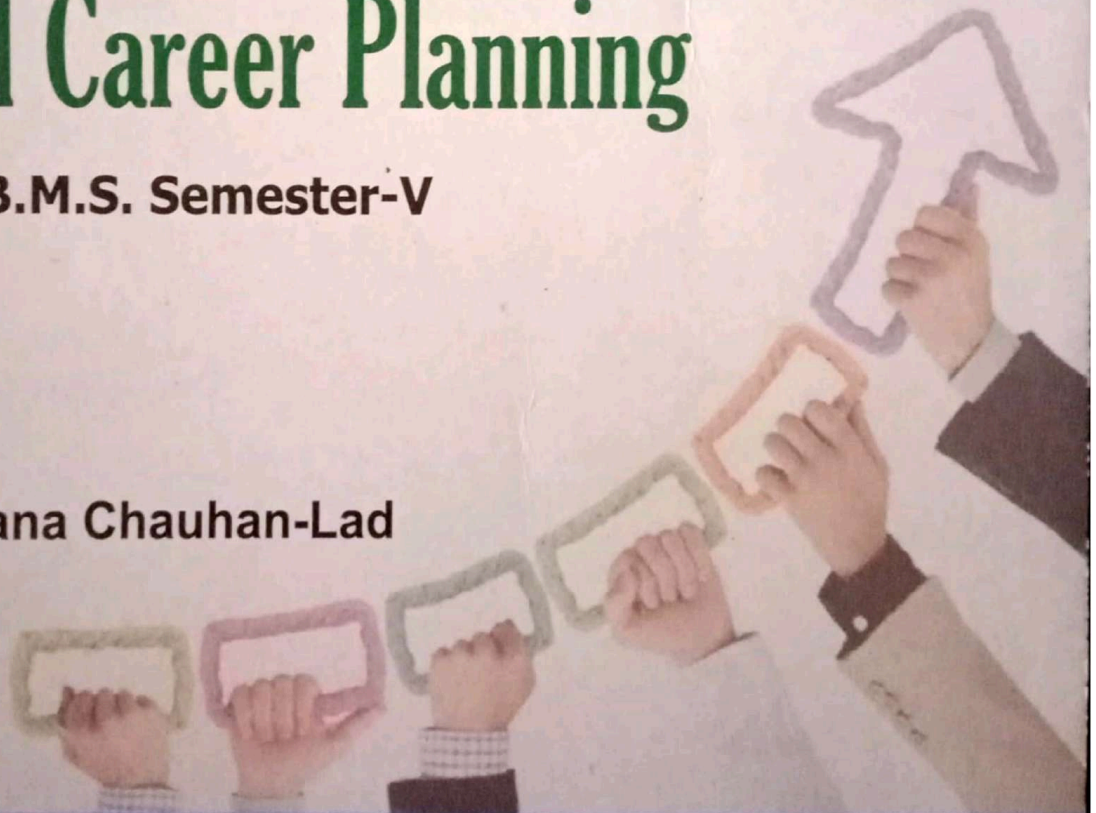


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