

Effect of Talent Management constructs on the Organizational Sustainability and Loyalty of the Information Technology Employees of Chennai City.

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- **Abstract:** The present business scenario across the globe is capricious. Within the span of twenty years the entire professional set-up has changed and now the Human resource policy makers are recapping the hiring and deployment process. For the effectiveness of the organization, Information technology sector is converted into a productive learning center which will help for succession planning, organizational sustainability and improved business. The organizations need to identify the talented employees and attempt to provide conducive work environment which is necessary for an organizational growth (Mwanzi, Wamitu et al., 2017). In this study the researcher attempted to prove the talent management constructs is having an effect on organizational sustainability and employee loyalty using correlation, regression and structural equation modelling techniques. The Hypothesis and the research objectives were aligned with the statistical tools employed. The results of the study proved that, "Career Planning and Progression" & "Training gap assessment" are very important for attaining the goal of organizational sustainability and loyalty. A reduction in both will reduce the sustainability. A Continuous training assessment and career planning is necessary for any organization to achieve the organizational goals and profitability.
- **Keyword:** capricious, Human resource, recapping, succession planning, Hypothesis,