

A Holistic Approach of Motivating, Developing and Retaining Talent

Dr. Neetu Jain Asst. Professor
FORE School of Management
New Delhi 110016
neetujain@fsm.ac.in

Abstract

In the current tight labor market in the Asia pacific region, organizations are fighting hard to attract and retain talent. This paper offers invaluable insights on how to create an environment in business that enables people to contribute their best. This paper also provides an integrated and comprehensive framework or an approach for motivating, developing and retaining talent. An integrated approach always reaps the benefits. Following are five levels of an individual employee's personality which are connected with each other: (1) physical, (2) social, (3) intellectual, (4) emotional, and (5) spiritual. The major advantage of adopting the holistic approach is that it brings synchronization by integrating multiple parts flawlessly.

Key words: Holistic, Talent, Framework, Motivation

Acknowledgement: I gratefully acknowledge the support received from FORE School of Management in the preparation of this paper.