

**TALENT MANAGEMENT PRACTICES AND ITS IMPACT ON
ORGANIZATIONAL PRODUCTIVITY:
A STUDY WITH REFERENCE TO IT SECTOR
IN BENGALURU**

Thesis submitted to

BHARATHIAR UNIVERSITY

In partial fulfillment of the requirements for the degree of

DOCTOR OF PHILOSOPHY IN MANAGEMENT

By

SENTHILKUMAR. R

Reg.No. R-Ph.D-E-2008-0398

Under the Supervision and Guidance of

Dr. A. KUMUDHA

M.A., M.B.A., B.L., M.Phil., PGDCA., Ph.D.,

Associate Professor, PSGR Krishnammal College for Women,

Coimbatore – 641 004



RESEARCH AND DEVELOPMENT CENTRE

BHARATHIAR UNIVERSITY

COIMBATORE – 641 046

TAMILNADU – INDIA.

DECEMBER - 2012

CERTIFICATE

This is to certify that the thesis, entitled “**TALENT MANAGEMENT PRACTICES AND ITS IMPACT ON ORGANIZATIONAL PRODUCTIVITY: A STUDY WITH REFERENCE TO IT SECTOR IN BENGALURU**” submitted to the Bharathiar University, in partial fulfillment of the requirements for the award of the Degree of **Doctor of Philosophy in Management** is a record of original research work done by **Mr. SENTHILKUMAR. R** during the period **October 2008 to December 2012** of his research in the **Research and Development Centre at Bharathiar University, Coimbatore** under my supervision and guidance and the thesis has not formed the basis for the award of any Degree / Diploma / Associate ship / Fellowship or other similar title of any candidate of any University.

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DECLARATION

I, **SENTHILKUMAR. R** hereby declare that the thesis, entitled **“TALENT MANAGEMENT PRACTICES AND ITS IMPACT ON ORGANIZATIONAL PRODUCTIVITY: A STUDY WITH REFERENCE TO IT SECTOR IN BENGALURU”** submitted to the Bharathiar University, in partial fulfillment of the requirements for the award of the Degree of **Doctor of Philosophy in Management** is a record of original and independent research work done by me during the period **October 2008 to December 2012** under the Supervision and guidance of **Dr. A. KUMUDHA,M.A., M.B.A., M.Phil., PGDCA., Ph.D., Associate Professor, PSGR Krishnammal College for Women, Coimbatore** and it has not formed the basis for the award of any Degree / Diploma / Associate ship / Fellowship or other similar title of any candidate of any University.

Signature of the Candidate

(SENTHILKUMAR. R)

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