**Abstract**

Talent is the significant success factor to any organization. The term Talent Management is being used to describe sound and integrated human resource practices with the objectives of attracting and retaining the right individuals, for the right positions, at the right time. Organizations are run by people, and the talent of these people will establish the success of organizations. The challenge of attracting, training, developing, engaging and retaining right kind of employees is taking considerable amount of management time to gain competitive advantage in the world of 'War for Talent'. Talent is defined as people who have potential and skills and can successfully lead transformation and changes in the organisation. Undoubtedly, such individuals are usually sought after in the market and their contribution to business adds direct value to its strategies and competition position in the market. IT software and services industry has grown quickly over the last decade. The Indian Information Technology (IT) - Business Process Outsourcing (BPO) industry has been on a strong growth trajectory for the last decade. Yet concurrently the industry needs to tackle diverse issues related to talent management, employee engagement and retention.