**Abstract**

In this ever- changing business environment, we need a capable, flexible, innovative workforce to take on whatever challenges the future brings. New technologies, rapidly changing business models and globalization of markets have all increased the demand for top-notch people. It is a constant struggle to have the right people in the right jobs at the right time in order to deliver improved business results. Meanwhile, the aging workforce is leaving many organizations with their critical talent approaching retirement often with an inadequate supply of younger talent. Talent Management encompasses the collective actions an organization takes to attract, engage, develop and retain employees. Talent management is particularly concerned with the practices that are vital to the creation of intellectual capital.