

EFFECTS OF EMPLOYEE OCCUPATIONAL SELF-REJECTIONS ON TALENT MANAGEMENT: A STUDY OF PERSONALITY FACTOR ROLE IN PERFORMANCE EVALUATION ISSUES

G. V. CHANDRA MOULI & JUTURU VISWANATH

Research Scholar, Department of Business Management, Yogi Vemana University, Kadapa, Andhra Pradesh, India

ABSTRACT

Talented employees are the precious gift to any organization. Identifying, developing and sustaining those talents are the exigent task to every Human Resource Management Practitioners. Talent means natural aptitude or skill. Talent management is a system of moving the organization with right people. Personality dynamics possess higher rate of affectivity on the individual talent mechanisms. Whenever the employee starts self-rejecting i.e. self-disapproval, self-disparagement, self-distrust feelings of being unworthy then it negatively effects on their creative contributions towards job and organization. These effects on performance evaluation issues are obviously highly influencing in nature. This state presents many issues and concerns with regard to managing talents. The current paper is an endeavor to explore various factors affecting the employee occupational self-rejections and to assess the impact and influence of personality factor in performance evaluation concerns with respect to managing talented human resources.

KEYWORDS: Talent, Personality, Self, Rejections, Creative Contributions, Performance Evaluation