

TALENT MOBILITY AND CAREER DEVELOPMENT THROUGH HR ANALYTICS

Dr. Esha Mehta*

*Assistant Professor,
Tilak Raj Chadha Institute of Management & Technology,
YamunaNagar, Haryana, INDIA
Email id: eshamehta6@gmail.com

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ABSTRACT

In today's rapidly changing business world, driven by digital transformation, organizations must enhance workforce agility and support ongoing talent development to remain competitive. Talent mobility, the strategic movement of employees between roles, functions, and locations, has become a crucial means of promoting career growth, enhancing employee engagement, and improving organizational performance. This paper examines how talent analytics tools can measure, predict, and improve internal talent mobility and career development frameworks. By using data-driven HR strategies, organizations can connect individual goals with business objectives, lower turnover, and create a resilient, future-ready workforce. Through a comparative analysis of public and private sector institutions, particularly in banking and services, this study identifies key talent metrics, evaluates the effectiveness of internal mobility programs, and provides practical insights to enhance career advancement paths. The findings highlight the transformative potential of analytics-driven HR practices in developing dynamic career development systems.

KEYWORDS: *Talent Mobility, Career Development, Talent Analytics, HRM Practices, Workforce Agility, Employee Retention, Organizational Performance.*

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