

## Definition of Talent acquisition in 2020



1. Hiring and then deploying people to positions where they can perform effectively is the goal for most organizations, whether domestic or international.
2. Recruitment is defined as searching for and obtaining potential job candidates in sufficient numbers and quality so that the organization can select the most appropriate people to fill its job needs.
3. Selection is the process of gathering information for the purposes of evaluating and deciding who should be employed in particular jobs.
4. It is important to note that recruitment and selection are both discrete processes and that need to operate effectively if the firm is to effectively manage its staffing process.
5. The digital revolution upended just about every aspect of our world talent acquisition. In the USA alone IN 2017, nearly 3 million graduates with digital resumes and high expectations applied for job opportunities. Companies will have to mold their cultures, hierarchies, jobs to attract, and retain the graduates of the future