

Abstract

This research explores the challenges and opportunities of global talent management (GTM) in multinational companies (MNCs), focusing on how organizations attract, retain, and develop talent across diverse geographical locations. As global competition for skilled workers intensifies, effective talent management has become a key factor in sustaining business growth and innovation. This study aims to identify the key obstacles MNCs face in managing a global workforce, while also uncovering the opportunities that arise from diverse talent pools.

The research adopts a mixed-methods approach, combining quantitative surveys and qualitative interviews to provide a comprehensive analysis of GTM practices. The quantitative component surveys HR managers and employees across various MNCs to assess the impact of global talent management strategies on employee performance, satisfaction, and retention. It also investigates the role of factors like cultural differences, compensation practices, and training programs in shaping the effectiveness of GTM. The qualitative aspect includes in-depth interviews with senior HR leaders, focusing on real-world experiences with managing talent across borders, the challenges they face in aligning global talent strategies, and how they leverage diverse perspectives to enhance organizational performance.

By integrating both quantitative and qualitative data, this research offers valuable insights into the complexities of global talent management. The findings aim to provide actionable recommendations for MNCs to refine their talent strategies, address challenges, and seize the opportunities presented by a diverse, global workforce.