

Impact of Implementing Talent Management Practices on Sustainable Employee Performance

(With Special Reference to Executive-Level Employees in Selected Apparel Companies in Wathupitiwala Export Processing Zone – Sri Lanka)

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In today's dynamic business environment, creating a pool of talented employees has been considered a source of competitive advantage, whereas talent management is the backbone of the human resource management (HRM) field. The present study aims to fill the existing research gap by examining the impact of implementing talent management practices on sustainable employee performance with special reference to executive-level employees in selected apparel companies in the Wathupitiwala export processing zone – Sri Lanka. There were very few studies conducted on this area theoretically and empirically. Thus, the researcher focused on filling this void by conducting this study to add knowledge in the areas of implementing talent management practices and sustainable employee performance. However, in the current context, there was a substantial influence of learning, development, and career management on sustainable employee performance. This study employed a cross-sectional design and quantitative approach, and the study was conducted on a sample of 132 executive employees. The data was mainly analyzed using the analytical software SPSS version 26, which provided more meaning and validated results. The findings reveal that implementing talent management practices has a significant positive impact on sustainable employee performance. According to the study's findings, HR experts in the Sri Lankan apparel sector place a high value on talent retention to improve sustainable employee performance. This study might reflect the evolution of apparel companies and human resource strategists attempting to establish a talent management philosophy. Thus, the study's conclusion supported the idea that implementing talent management is beneficial as it fosters sustainable employee performance.

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