

Talent management in higher education institutions in Uganda

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Introduction:

In an organisation, talent management is vital and is viewed as the engine for success (Cascio & Boudreau, 2016). However, managers, especially in Higher Education Institutions (HEI), seem to pay less attention to talent management. Limited attention to talent management is a “silent noise” in regard to attraction, identification, development, maintenance, and retention of resourceful personnel. In some cases, managers seem not to understand who talented academic staff are and fail to satisfactorily handle them, yet they are the source of competitive advantage (Koja & Senyo, 2020). Competition amongst HEIs creates opportunities for academic staff and renders it hard to manage academic talent. Therefore, this chapter focuses on the attraction, identification, engagement, maintenance, development and retention of talented academic staff with an exclusive approach to talent management; where talented academic staff need to be treated differently from other categories of staff. The objective of the chapter is to discuss the causes, importance, and strategies of managing talented staff in HEIs.

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