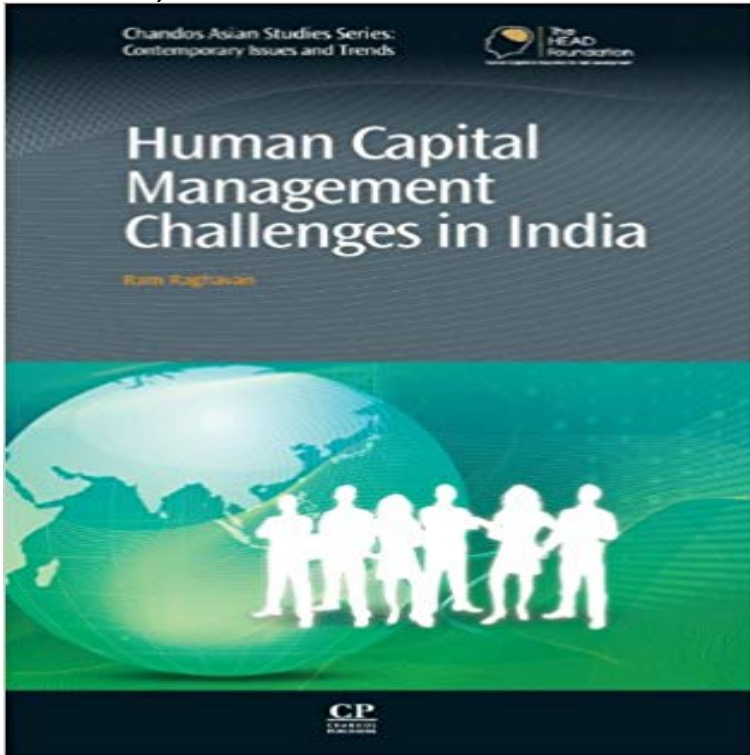


# Human Capital Management Challenges in India (Chandos Asian Studies)



This book focuses on the Indian talent pool and identifies why companies are finding it difficult to identify, recruit, reward and retain talent by questioning certain fundamental assumptions held by organizations, such as the role of the human resources department. The author advocates for the need to view employees in a different light and explains why employees do not fit the traditional definition of assets, as the nature of work and their perspective of it has changed. Work in the current context is now seen as a means to an end and not the end itself. This is especially true with Baby Boomers retiring and the next generations of workers, Generations X and Y, taking their places.

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