Introduction

Talents leave manager not company, managers drives people away, talent leave company despite a top salary.; Their primary need has less to do with money, and more to do with how they are treated and how valued they feels directly impacting the emotional health and productivity of the company. Every Talent that leaves a company becomes its ambassador, for better or for worse. Jack Welch of GE once said. Much of a company's value lies "between the ears of its employees". If it's bleeding talent, it's bleeding value. When Talent leaves they take knowledge, experience and contacts with them, straight to the competition.

Talent:

Great managers define talent as “a recurring pattern of thought, feeling, or behavior that can be productively applied”, or behavior one finds oneself doing often. The key to excellent performance is matching the right talent with the role to be played.

IT Companies in Bangalore:

There is some truth in saying that what the Middle East is to oil, India is to software professionals. So, in a predominantly manpower intensive software industry, issues of the talent retention, values, turnover and productivity are critical issues. Bangalore, the Silicon Valley is one of the cream places for software companies. In fact, a major contribution in India's phenomenal growth in the field of software is provided by the software companies at Bangalore. In spite of all the facilities, the average stay of a software consultant in any given IT company is not more than two years which has further dropped down to one year. Talent retention therefore rests on the shoulders of the leadership of a manager of the organization, making sure that his attitude, behavior, human values, effort; leads to the development of the company's talent and major focus of the entire management team. IT professionals are complicated—managers need to go beyond stereotypes to truly understand them. Retaining talent involves understanding the intrinsic motivators of them which many organizations unable to identify. The reason is Individuals differ greatly in this regard. The reason behind is fail to identify the “Human Values”.
“Talent retention is a process in which the employees are encouraged to remain in the organization for the maximum period of time.” It is critical to the long term health and success of any business. Various estimates suggest that losing a middle manager costs an organization up to 100 percent of his salary. The loss of a senior executive is even more costly. If relationship with the immediate manager is fractured, no amount of the company-sponsored dog walking or daycare will persuade to stay and perform and There’s is always way to know what Talent want: his requirement, interest of domain, values, nature, problems, pressures.

Current innovative retention strategies practices implemented in various IT companies:
Attraction factors for Talent Retention Strategies are: Competitive based pay, Work – life balance, Challenging work, Career life balance, Pay raises linked to individual performance, Learning and development opportunities, Reputation of the Organization as a good employer, Competitive retirement benefits, Variety of work assignments, High level of autonomy, Re-recruitment. Something is crucial other than these strategies which needs in-depth knowing of Humans in the organization that is Human values that impacts the retention strategies directly or indirectly.

Human values:
Human values are important, because they shape what humans are. Human values are needed in order to create civilized humans. Understanding how human values affect our personal lives and the lives of those around us impacts individuals and the world as a whole...A security, trust, the primary emotions rather than any suspicion and the diminished self esteem, if there any substantive done right at work to inhibit free expression of the talents inherent creativity then of course its Human values at work To hold onto people, to work counter to prevailing trends causing the job churning. Smart employers make it a strategic initiative to understand what their people want and need - then give it to them. The work place for most people in organized sector of human activities is confluence of the organization’s objectives, values and practices. Human Values comprises of.

Truth fosters trust and open, honest communications

Righteousness fosters high quality work and keeping of agreements
**Peace** fosters reactive and wise decisions and a focus on resolving issues rather than blaming, even in crisis or loss

**Love** fosters service based on sincere caring for others well being

**Non-violence** fosters win-win collaboration, with respect for people and the environment