

Implementation of Talent Management Strategies in Higher Education: Evidence from Botswana

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ABSTRACT The present study examined talent management practices of private higher education institutions (PHEIs) in Botswana. The prime objective of this study, therefore, was to investigate the different talent management strategies PHEIs in Botswana employ to effectively manage talent. This quantitative study utilized a survey design in which data were collected from a stratified random sample of 300 respondents. Data were collected using a structured questionnaire and analyzed statistically with the aid of the Statistical Package of Social Sciences (SPSS) version 21. Results of this study showed that talent management strategies of private higher education institution in Botswana are still work in progress due to lack of knowledge and ability by managers in these institutions to plan and implement talent management programs.