ASSESSING SKILLS-BASED TALENT MANAGEMENT AS A STRATEGY TO ENHANCE ORGANIZATIONAL ADAPTABILITY AND ACCELERATE CAREER PROGRESSION

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ABSTRACT

In an era marked by rapid technological evolution and shifting business paradigms, organizations are compelled to rethink how they manage and develop talent. Traditional role-based talent management frameworks, which emphasize static job descriptions and linear career paths, often hinder organizational agility and limit employees' growth potential. This research paper critically assesses skills-based talent management as a transformative strategy to address these challenges. The objective is to evaluate how a skills-centric approach can enhance organizational adaptability—enabling swift responses to market changes—and simultaneously accelerate individual career progression by aligning development opportunities with real-time business needs.Drawing on an extensive review of contemporary literature and analysis of emerging organizational practices, this study explores the mechanisms through which skills-based talent management fosters workforce flexibility, continuous learning, and internal mobility. The findings reveal that organizations adopting this approach are better positioned to leverage diverse skill sets, bridge talent gaps efficiently, and empower employees with transparent, merit-based advancement pathways. Moreover, the paper discusses the implications for human resource leaders seeking to future-proof their organizations and cultivate a resilient, engaged workforce. Practical recommendations for implementing skills-based systems and suggestions for future research are also provided. By illuminating the strategic value of skills-based talent management, this paper contributes to the ongoing discourse on building adaptive, high-performing organizations in the digital age.

KEYWORDS: *Skills-Based Talent Management, Organizational Adaptability, Career Progression, Workforce Agility, Competency Frameworks, Talent Strategy*