

The Strategic Role of Talent Acquisition in Building Organizational Agility and Innovation Capability

Darshita Raithatha and Vandana Mathur

Assistant Professor, Department of Business Administration
Thakur College of Engineering and Technology, Mumbai, Maharashtra

Abstract: *In today's volatile, uncertain, complex, and ambiguous (VUCA) environment, organizations must simultaneously sustain adaptability and foster innovation to remain competitive. Talent acquisition (TA), traditionally viewed as a transactional human resource function, has now emerged as a strategic lever influencing organizational agility and innovation capability. This study investigates the evolving role of TA in driving resilience, responsiveness, and creativity in organizations. Through systematic literature review and secondary data synthesis, the paper explores how TA practices including skill-based hiring, employer branding, AI-driven recruitment, and diversity-focused strategies contribute to agility and innovation across industries. The findings highlight that while IT and technology sectors dominate scholarly attention, there is limited research on sector-specific and contextual applications in industries such as healthcare, hospitality, public sector organizations, and small and medium-sized enterprises (SMEs). The paper proposes an integrated framework connecting workforce agility, innovation readiness, and strategic alignment. Managerial implications include embedding TA into business strategy, leveraging predictive analytics, and tailoring recruitment to sectoral needs. There are some challenges such as skill shortages, ethical concerns in AI recruitment, and difficulties in measuring the impact of AI are also covered in the contents of this research paper. This paper highlights talent analytics as a key element of achieving sustainable competitive advantage and emphasizes the need for empirical research in diverse organizational contexts beyond the IT and technology sectors*

Keywords: Talent Acquisition, Organizational Agility, Innovation Capability, Strategic HRM, Workforce Planning

