

## Management Trainee Program

**Authors :** Ambreen Amir Ali

**Abstract :** In today's dynamic environment, it has become very crucial to have comprehensive management trainee program to hire future leaders of organization. It is being proved that fresh graduates mostly join organizations because of its institution but later on they leave organization because of their immediate manager or supervisor. The concept of coaching and mentoring in talent management systems are very important, because mentors are those who can advise, facilitate, help and support new entrants to advance in their career. When it comes to going for talent hunt, one point needs to be highlighted that MTs are the raw talent for your organization, now it's the responsibility of employers to nourish them, polish and developed them so that they can enthusiastically take care of senior leadership roles.

**Keywords :** management trainee, retention, leadership roles, coaching

**Conference Title :** ICIOP 2015 : International Conference on Industrial and Organizational Psychology

**Conference Location :** Istanbul, Türkiye

**Conference Dates :** January 26-27, 2015