

## Foreword



**Ajit Menon, CEO,  
PGIM India Mutual Fund**

In an era marked by increasing life expectancy, financial security during retirement becomes paramount. Relying solely on pension and investments may not suffice to maintain the desired quality of life.

The simplest way to generate a source of income during your later life is to utilise your skills, experience and contacts in the field where you have spent most of your working career. Alternatively, you can work on building a passion/skill which you already pursue as a hobby and monetise it.

Research shows that retirement may lead to a decrease in mental stimulation which can impact your cognitive health. Learning new skills not only counteracts this decline but also provides a sense of accomplishment and purpose.

PGIM India Mutual Fund's Retirement Readiness Survey 2023 reveals that Indians are seeking various ways to add to their income by monetising their passion and acquiring new skills to fuel their aspirations post-retirement.

Keeping this in mind, PGIM India Mutual Fund has compiled a ready reckoner of a compendium of 50 gigs which you can explore and pursue to become financially independent in your later life.

# RENEW, RECHARGE BUT NEVER RETIRE

50 gigs that combine enjoyment and  
regular income for life



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# #23 Talent Management Expert

A computer engineer by academic training, Delhi-based Sarika Jain, 52, worked in various roles in training, talent management and learning assessment in top software and pharma companies. After a sabbatical during 2015-17 and consulting assignments, she set up her own talent management company, focussing on hiring in IT, pharma and other sectors.

The demand for talent management experts is driven by the growing recognition that a company's success hinges significantly on its human resources. In today's competitive business landscape, retaining and developing top talent is paramount.

Organisations are actively seeking experts who can optimise talent acquisition, employee development, and retention strategies. This burgeoning demand presents a unique post-retirement opportunity for individuals with extensive industry experience.



## The Perks

A post-retirement career as a talent management expert boasts numerous perks. Firstly, it allows retirees to leverage their wealth of industry knowledge and experience to make a meaningful impact. Flexibility is another advantage, with the ability to consult or work on projects remotely.

The opportunity to shape the future of organisations and foster professional growth in others is profoundly rewarding. Furthermore, this career path encourages continuous learning and staying abreast of industry trends.

## What You Need and How Much Will It Cost?\*

Establishing a career as a talent management expert requires minimal physical equipment. However, investments in a reliable computer (₹50,000 to ₹1,00,000), high-speed Internet (₹1000 to ₹2,000 per month), and relevant software tools for data analysis and reporting (₹10,000 to ₹20,000) may be necessary.

Additionally, expenses related to professional development and certification (₹20,000 to ₹50,000) should be factored in. Overall, the initial setup costs can vary but typically range from ₹60,000 to ₹1,30,000.

Specialised expertise in high-demand areas like leadership development or diversity and inclusion can command higher rates. Furthermore, long-term consulting relationships with organisations can lead to substantial income over time.

## The Final Word

A distinctive aspect of being a talent management expert is the opportunity to shape the workforce of tomorrow. By identifying and nurturing talent, these professionals contribute significantly to an organisation's growth and success.

Moreover, this career offers the satisfaction of witnessing individuals evolve in their roles and achieve professional milestones. The impact extends beyond the workplace, as the development and retention of talent contribute to stronger, more resilient communities.

## What Is Required?

Success in talent management necessitates a blend of skills and temperament. Professionals should possess a deep understanding of human resources practices, including recruitment, training and performance evaluation.

Strong interpersonal and communication skills are essential for effective collaboration with employees at all levels. Patience, empathy and a genuine interest in people's development are indispensable traits. A keen analytical mind for data-driven decision-making and adaptability to evolving business landscapes round out the essential qualities.

## Expected Earnings

Earnings in the talent management field can vary based on experience, client base, and the scale of engagements. On average, a talent management expert can earn monthly incomes ranging from ₹40,000 to ₹1,00,000 or more.



**Talent Management Expert**  
**Sarika Jain, 52, Delhi**

"The transition helped me do things at my own pace and will. I find independence more important than remuneration from a corporate job."