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TALENT MANAGEMENT - WAR FOR TALENTS

Abstract:

Talent management (TM) is the response of enterprises to the challenges of the contemporary economy as the identification and retention of the appropriate talent is becoming essential in the appropriate time and at the appropriate place.

The aim of the herein analysis was the identification of TM programs in chosen global enterprises. In the methodology of research a systematic review of literature was applied, as well as multiple case studies. The selection of cases was undertaken on the basis of a subjective evaluation of the programs of talent management and the assumptions of the search for a variety of solutions. Adopting such a methodology of research shall in the future facilitate the construction of a proposition of good practices for talent management.

The research conducted indicated that a multitude of business models and accepted activities by enterprises fail to keep up with the existing needs of talent management. There are no standardized role models for the notion of talent and the process of talent management. Multiple entities implement TM procedures on an intuitive basis.

Keywords:

Talent, Talent management, War for talent, Human resource management

JEL Classification: M52, M53, J24