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Talent Management: Conceptual Approaches and Practical Challenges

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Ann. Rev. Organ. Psychol. Organ. Behav. 2014.
1:305–331

First published online as a Review in Advance on
January 2, 2014

The *Annual Review of Organizational Psychology
and Organizational Behavior* is online at
orgpsych.annualreviews.org

This article's doi:
[10.1146/annurev-orgpsych-031413-091314](https://doi.org/10.1146/annurev-orgpsych-031413-091314)

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Keywords

mobility, hiring, internal labor markets, talent pools

Abstract

The challenges associated with managing talent in modern labor markets are a constant source of discussion among academics and practitioners, but the literature on the subject is sparse and has grown somewhat haphazardly. We provide an overview of the literature on talent management—a body of work that spans multiple disciplines—as well as a clear statement as to what defines talent management. The new themes in contemporary talent management focus on (a) the challenge of open labor markets, including issues of retention as well as the general challenge of managing uncertainty, (b) new models for moving employees across jobs within the same organization, and (c) strategic jobs for which investments in talent likely show the greatest return. We review the conceptual and practical literature on these topics, outline the evolution of talent management over time, and present new topics for future research.

Talent Management Conceptual Approaches And Practical

Simone Kauffeld, Daniel Spurk



Talent Management Conceptual Approaches And Practical:

Talent Management Peter Cappelli, Keller, JR, 2014 The challenges associated with managing talent in modern labor markets are a constant source of discussion among academics and practitioners but the literature on the subject is sparse and has grown somewhat haphazardly We provide an overview of the literature on talent management a body of work that spans multiple disciplines as well as a clear statement as to what defines talent management The new themes in contemporary talent management focus on a the challenge of open labor markets including issues of retention as well as the general challenge of managing uncertainty b new models for moving employees across jobs within the same organization and c strategic jobs for which investments in talent likely show the greatest return We review the conceptual and practical literature on these topics outline the evolution of talent management over time and present new topics for future research

Talent Management in Universität-Unternehmenskooperationen Juliane P. Fuchs, 2016-08-19 Juliane P Fuchs thematisiert Talent als strategische Ressource und untersucht welche Ausprägung Talent Management in kooperativen Beziehungen zwischen Universitäten und Unternehmen erfährt die vornehmlich das Feld Ausbildung betreffen Dazu werden gemeinsame Lehrveranstaltungen sowie Veranstaltungen betrachtet die der Vermittlung von Praktika und Einstiegspositionen zuträglich sind Die Autorin analysiert auftretende Probleme und Konfliktfelder der heterogenen Akteurskonstellation Sie beleuchtet die Thematik umfassend im Rahmen einer dyadischen Fallstudienuntersuchung um den Untersuchungsgegenstand sowohl aus Universitäts als auch Unternehmensperspektive eingehend zu betrachten

Talent Management Adrian Ritz, Norbert Thom, 2018-01-11 Dieses Fachbuch hilft Personalverantwortlichen sowie Führungskräften und Beratern anhand von wissenschaftlichen Beiträgen und ausführlichen Fallbeispielen sich im Wettbewerb um die besten Kräfte gut zu positionieren Aufgrund demografischer Entwicklungen sinkt die Zahl qualifizierter Berufseinsteiger Daher gilt es für Unternehmen die zentralen Bedürfnisse und Erwartungen von Talenten zu erkennen und das eigene Arbeitsumfeld entsprechend zu gestalten Die Praxisbeiträge aus international renommierten Top Unternehmen zeigen auf wie die für ein erfolgreiches Talent Management erforderlichen Prozesse und Strategien entwickelt und umgesetzt werden können 20 Leitsätze fassen die wichtigsten Erkenntnisse zusammen Die dritte Auflage enthält erstmalig aktuelle Beiträge aus der Karriereforschung und den Sportwissenschaften sowie vier vollständig neue Fallstudien

The Oxford Handbook of Talent Management David G. Collings, Kamel Mellahi, Wayne F. Cascio, 2017 The Oxford Handbook of Talent Management offers academic researchers advanced postgraduate students and reflective practitioners a state of the art overview of the key themes topics and debates in talent management The Handbook is designed with a multidisciplinary perspective in mind and draws upon perspectives from inter alia human resource management psychology and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field Furthermore each chapter concludes by identifying key gaps in our understanding of the area of focus The Handbook is ambitious in its scope with 28 chapters

structured around five sections These include the context of talent management talent and performance talent teams and networks managing talent flows and contemporary issues in talent management Each chapter is written by a leading international scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management *Talent Management in Practice* Marian Thunnissen,Eva Gallardo-Gallardo,2017-09-07 Talent Management is one of the fastest growing themes in the management field yet there is little knowledge about the nature of TM in practice and how TM evolves over time This book offers an integrated framework based on empirical research that addresses the nature and dynamics of TM in organizations Handbuch Karriere und Laufbahnmanagement Simone Kauffeld,Daniel Spurk,2018-08-14 Dieses Handbuch bietet einen interdisziplinären Einblick in verschiedene Forschungs- und Anwendungsfelder des Laufbahnmanagements sowie der Karriereplanung Die thematische Bandbreite der einzelnen Beiträge reicht von der Berufswahl über die Laufbahnentwicklung Laufbahnphasen Laufbahnerfolg Laufbahnberatung Karriereentwicklung in Organisationen bis hin zu Austritt aus dem Erwerbsleben Karriere Coaching und weiteren Themen Jedes Thema wird einheitlich gegliedert vorgestellt Auf ein verständliches Fallbeispiel folgen Hinweise zur aktuellen Relevanz des Themas ein Überblick über den aktuellen Forschungsstand sowie ein Fazit für die Praxis Damit liegt ein gleichzeitig fundiertes wie praxisnahes Handbuch für Personal- und Laufbahnberater Wissenschaftler und Studierende vor Lehrbuch Organisationspsychologie Heinz Schuler,Klaus Moser,2019-09-09 Die Organisationspsychologie befasst sich mit dem Erleben und Verhalten des Menschen in Organisationen also damit das Verhalten und soweit möglich auch das Erleben zu beobachten zu beschreiben und zu erklären in Entscheidungen zusammenhängen zu prognostizieren und in Interventionsfällen auch zu verändern Dieses faszinierende Forschungs- und Anwendungsfeld der Psychologie erlebt in den vergangenen Jahren einen enormen Aufschwung Vielfältige Berührungspunkte zu anderen Disziplinen aber auch die Tatsache dass wir uns alle tagtäglich als Teil von Organisationen erleben tragen zu dieser Faszination bei Zielsetzung dieses Lehrbuchs ist es die Leser mit den wichtigsten Teilgebieten der Organisationspsychologie vertraut zu machen Es deckt damit die Inhalte ab die im Rahmen der Prüfungsordnungen für das Studium der Psychologie als wesentlich gelten Auch für Studierende der Organisationspsychologie im Nebenfach die sich hauptsächlich mit Wirtschaftswissenschaften Wirtschaftspsychologie Arbeits- und Ingenieurwissenschaften oder verwandten Gebieten befassen stellt das Lehrbuch eine Grundlage dar um sich in die wichtigsten Teilgebiete und Arbeitsweisen der Organisationspsychologie einzuarbeiten Gleiches gilt für Interessierte die bereits im Berufsleben stehen und ihre Kenntnisse in diesem Fachgebiet auf den aktuellen Stand bringen wollen Für die sechste Auflage wurde der Inhalt bearbeitet und aktualisiert **The Oxford Handbook of Contextual Approaches to Human Resource Management** Emma Parry,Michael J. Morley,Chris Brewster,2021 The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities

The Routledge Companion to Talent Management Ibraiz Tarique, 2021-08-18 The field of Talent Management has grown and advanced exponentially over the past several years as organizations large and small public and private global and domestic have realized that to gain and sustain a global competitive advantage they must manage their talents effectively Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary perspectives such as human resource management arts and entertainment management international management etc This Companion is an indispensable source that provides an authoritative in depth and comprehensive examination of emerging Talent Management topics Divided into five thematic sections that provide a unique overarching structure to organize forty one chapters written by leading and renowned international scholars this Companion assesses essential knowledge trends debates and avenues for future research in a single volume Evolution and Conceptualization of Talent Management The External Context of Talent Management The Internal Context of Talent Management Individuals Workforce and Processes of Talent Management and Outcomes of Talent Management In this way the Companion is essential reading for anyone involved in the scholarly study of Talent Management including academic researchers advanced postgraduate and graduate students and management consultants For further debate on Talent Management readers might be interested in the supplementary volume Contemporary Talent Management A Research Companion sold separately Talent Management Anthony McDonnell, Sharna Wiblen, 2020-12-22 Talent management is a central element of managerial discourse and organisational practice This short form book provides a succinct overview on the state of research on talent management The authors set out the key themes arguments trends and future research trajectories of talent management highlighting major works in the field As a research topic with a fragmented body of knowledge pluralistic perspectives are summarised while workforce differentiation emerges as a central element A critical introduction for students scholars and reflective practitioners this book guides readers through a relatively new and rapidly developing area of management research **Human Resource Management: Strategy and Practice** Alan R. Nankervis, Marian Baird, Jane Coffey, John Shields, 2016-09-15 In its 9th edition AHRI endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are integrated throughout alongside an expanded coverage on ethics and a focus on critical analysis Thoroughly revised and updated with the latest research findings this edition incorporates a wealth of new material including corporate social responsibility ethics sustainable management practice leadership talent management industrial relations and retains its focus on core human resource elements Accompanied by online study tools which help to reinforce concepts apply critical thinking and enhance skills this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management Readings and Cases in International Human Resource

Management Sebastian B. Reiche, Günter K. Stahl, Mark E. Mendenhall, Gary R. Oddou, 2023-08-15 This new edition of *Readings and Cases in International Human Resource Management* is a classic edited textbook taking account of recent developments in the international human resources management IHRM field such as the pandemic the role of diversity equity and inclusion as well as climate change It includes a range of key readings that are essential for understanding the field and contextualizes each one with a selection of real life case studies that demonstrate their meaning and impact in practice The book aims to sensitize the reader to the complex human resource issues that exist in the global business environment To that end it strives to publish tried and true readings and cases that provide stimulating and intellectually challenging material and are written in ways that engage both the student and the instructor Key features include New readings and case studies that account for recent changes in the field positioned alongside tried and true material Integration of contemporary themes such as remote working digitization sustainability and social issues throughout the book An expanded introductory chapter new discussion questions and consistent pedagogy throughout Supplemental tutor support material additional cases and teaching notes to enhance instructors abilities to use the readings and cases with their students Bringing together well known contributors and field experts into one encompassing text this textbook is ideal for any class in international human resource management international organizational behaviour or international business This seventh edition is thoroughly updated to enable students to understand the complexity of human resource issues in the post pandemic era of global remote and technology mediated working

Talent Management David Collings, Vlad Vaiman, Hugh Scullion, 2022-09-19 This book contains an Open Access chapter Aimed at researchers postgraduate students and professionals in the field *Talent Management A Decade of Developments* charts the evolution of talent management illustrating the progress prospects and challenges that have transpired over the last ten years

The SAGE Handbook of Human Resource Management Adrian Wilkinson, Nicolas Bacon, Scott Snell, David Lepak, 2019-04-08 The new edition of this SAGE Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management Bringing together contributions from leading international scholars and with brand new chapters on key emerging topics such as talent management engagement e HRM and big data the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management while contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field

PART 01 Context of Human Resource Management PART 02 Fundamentals of Human Resource Management PART 03 Contemporary Issues

Data-Driven Decision Making for Long-Term Business Success Singh, Sonia, Rajest, S. Suman, Hadoussa, Slim, Obaid, Ahmed J., Regin, R., 2023-12-21 In today's academic environment the challenge of ensuring lasting commercial and economic success for organizations has become

more daunting than ever before The relentless surge in data driven decision making based on innovative technologies such as blockchain IoT and AI has created a digital frontier filled with complexity Maintaining a healthy firm that can continually provide innovative products and services to the public while fueling economic growth has become a formidable puzzle Moreover this digital transformation has ushered in new risks from pervasive cybersecurity threats to the ethical challenges surrounding artificial intelligence In this evolving landscape academic scholars face the pressing challenge of deciphering the path to long term organizational prosperity in an era dominated by data Data Driven Decision Making for Long Term Business Success serves as guidance and insights amidst this academic challenge It is the definitive solution for scholars seeking to uncover the complexities of data driven decision making and its profound impact on organizational success Each meticulously curated chapter delves into a specific facet of this transformative journey from the implications of modern technologies and pricing optimization to the ethics underpinning data driven strategies and the metaverse s influence on decision making

New Contributions in Information Systems and Technologies Alvaro Rocha, Ana Maria Correia, Sandra Costanzo, Luis Paulo Reis, 2015-03-16 This book contains a selection of articles from The 2015 World Conference on Information Systems and Technologies WorldCIST 15 held between the 1st and 3rd of April in Funchal Madeira Portugal a global forum for researchers and practitioners to present and discuss recent results and innovations current trends professional experiences and challenges of modern Information Systems and Technologies research technological development and applications The main topics covered are Information and Knowledge Management Organizational Models and Information Systems Intelligent and Decision Support Systems Big Data Analytics and Applications Software Systems Architectures Applications and Tools Multimedia Systems and Applications Computer Networks Mobility and Pervasive Systems Human Computer Interaction Health Informatics Information Technologies in Education Information Technologies in Radio communications

Research Handbook on Line Managers Keith Townsend, Anna Bos-Nehles, Kaifeng Jiang, 2022-11-11 This timely Research Handbook brings together 24 chapters with a wide range of different theoretical perspectives empirical research and innovative thought provoking ideas relating to an area of organisation and management that has been neglected for many decades line managers

The Five Talents That Really Matter Barry Conchie, Sarah Dalton, 2024-08-29 A former Gallup Global Leadership Research and Development leader and the New York Times bestselling coauthor of Strengths Based Leadership demystifies the aura and complexity surrounding high performing leaders through original research and interviews with high performing global leaders The leadership space is rife with myths such as the belief that anyone can be a leader with enough effort or that a leader s strengths can be their greatest weaknesses According to Barry Conchie and his business partner Sarah Dalton these statements are unfounded THE FIVE TALENTS THAT REALLY MATTER explains how high performing leaders are talented in five essential ways This book strips away the fluff in leadership and unveils and describes the traits and characteristics that

actually determine high performance leadership These talents provide a template against which career driven managers and leaders can assess and develop their own capabilities The five evidence based talent dimensions are Direction High performing leaders describe a compelling intrinsically good destination and help others understand that getting there will be worth the effort Drive This dimension hardly needs a description We all know it when we see it strong work ethic tenacity goal orientation being a self starter Influence The ability to motivate persuade challenge and change the minds of others Relationships People matter to outstanding leaders They can build commitment and trust among the people they work with Execution Excellent leaders are obsessed with getting work done and how work gets done Through meticulous research assessment and testing Conchie and Dalton have built a database that predicts the talents and behaviours of the most successful leaders In this book they present for the first the first time a scientific model that demystifies the aura and complexity surrounding high performing leaders

Assessment Center Perspectives for Talent Management

Strategies George C. Thornton III, Deborah E. Rupp, Brian J. Hoffman, 2014-11-27 Written by three leading scholars with vast experience in the science and practice of assessment centers ACs this is the first volume to comprehensively integrate variations of the assessment center method with alternative talent management strategies A useful reference guide it examines the many ways in which organizations can apply the assessment center method to achieve their talent management goals It provides balanced and in depth coverage of theory research and practice pertaining to the dimension task and multifaceted perspectives on the AC method Ideal for researchers practitioners and students alike and well suited for courses in testing and measurement personnel selection HR planning and staffing training and development and organizational change Assessment Center Perspectives for Talent Management Strategies is a complete and up to date account of the assessment center method

Business in a Turbulent Era, Volume I Demetris Vrontis, Alkis Thrassou, Leonidas Efthymiou, Yaakov Weber, S. M. Riad Shams, Evangelos Tsoukatos, 2025-08-20 This edited collection the first of a two volume work explores how businesses react and adapt to turbulent business environments Compiled from the best papers presented at the 17th Annual Euromed Academy of Business EMAB Conference it argues that turbulence and its constituent crises are not just challenging situations for businesses but are also agents of transformation and evolution in the development of organizations industries and markets With perspectives from across the field of business Volume 1 places special emphasis on strategic management and marketing adaptations and presents the evolutionary direction of an array of organisational typologies across industries and regions covering Multinational Corporations MNCs Small and Medium Enterprises SMEs family and start up companies

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