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Poster Presentation

Investigating the Role of Talent Management Mediator in the Relationship between Global Mentality and Foreign Knowledge Management with Organizational Performance

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Abstract

The fact that human resources today are the most important competitive factor among organizations is very evident. Meanwhile, identification and management of the talents of this manpower is an important factor in gaining competitive advantage in the organization's human resources. Talent management is defined as a tool for identifying, hiring, nurturing, upholding and maintaining prone individuals with the goal of optimizing the organization's ability to realize business outcomes. Given the fundamental role of human resources in all parts of the organization, the whole operation of the organization is influenced by human resources, but for the benefit of the organization, the organization must be under the influence of talent management to achieve productivity. So, firstly, the talents related to talent management are fully explained, and then the productivity of human resources and related factors is important, and it is important to note that the role of employee mentality is also largely due to the shift in productivity that is associated with This topic has also been discussed. Subsequently, with the presentation of the integrated model, the role of talent management has been shown in promoting business performance. Using the results of this research, it is possible to manage the human resources of the organization in such a way that the existing talent can lead to more and better performance.

Keywords: Talent Management, Global Mindset, External Knowledge Management, Organizational Performance.

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