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Poster Presentation

Manage the Talent Development of Future-Generation with a Multidimensional Talent Model

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Abstract

The nature of economic, social, cultural and managerial issues is changing. We should not look at human beings with the view of a tool, but today human wealth, in particular with the view of human dignity, is the main focus of the knowledge economy. Human not only create development, but it is development goal, not developmental tools. Families, organizations and governments must change in the paradigm of dealing with humans. Man is not the modern slave of the capitalist system and liberalism, but his dignity must be preserved and his abilities and talent for the creation of the world should flourish. The concept of talent management, which has been developed since 1981, is more of a concept for human resource professionals who talk about how to attract, develop and maintain talent and motivate employees in companies. But the concept that is mentioned in this study is based on theoretical foundations and Philosophical vision that are referred to the “development of future generation talents”. This concept emanates from a functional concept in business management, in a broader sense of education, and the creation of value from “human capabilities” and special respect for human dignity. In this research, we have tried to explain the views of the thinkers first and then explain the theoretical foundations of the research based on the new attitude to man and explain the author’s view by exploring comprehensive literature on the subject with ontological and epistemological perception. Then, with a review of extracted models, a special model should be designed.

Keywords: Human, Intelligence, Personality, Management, Talent Development.

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