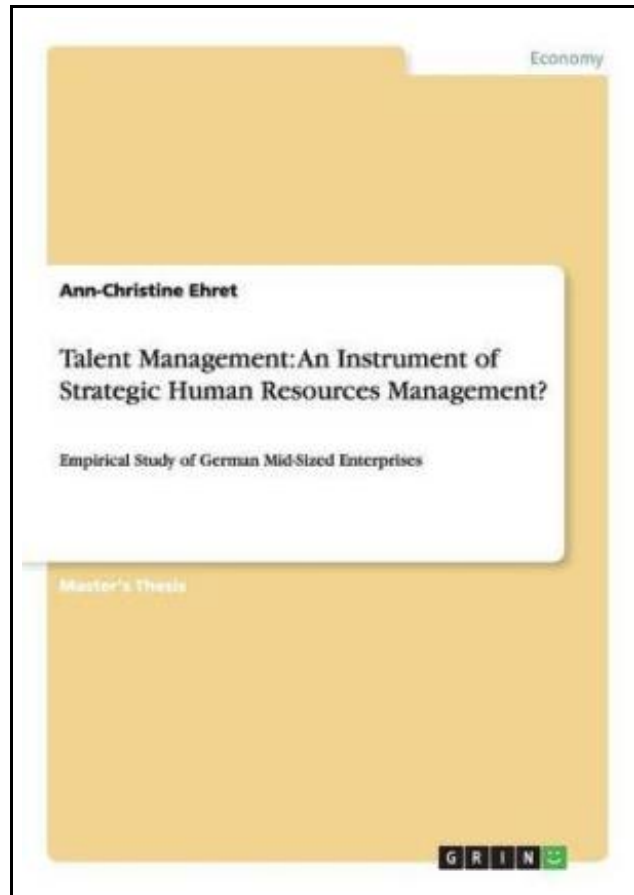


Talent Management: An Instrument of Strategic Human Resources Management?



Filesize: 6.79 MB

Reviews

It in a of the best publication. It really is rally intriguing throgh reading through period of time. You will not feel monotony at anytime of your own time (that's what catalogs are for relating to in the event you request me).

(Dr. Pat Hegmann)

TALENT MANAGEMENT: AN INSTRUMENT OF STRATEGIC HUMAN RESOURCES MANAGEMENT?

[DOWNLOAD](#)

GRIN Verlag Dez 2015, 2015. Taschenbuch. Book Condition: Neu. 211x146x8 mm. Neuware - Master's Thesis from the year 2014 in the subject Business economics - Personnel and Organisation, University of Plymouth, language: English, abstract: This study provides an investigation on Talent Management in German mid-sized enterprises. The purpose of this research is to explore whether Talent Management is an instrument usable to overcome external challenges, such as demographic changes as well as a shortage in skilled labour, to enhance organisational performance and to remain competitive. The research determines that, Talent Management can be seen as a part of strategic Human Resources Management and in this context, as a high performance working system in order to develop, motivate and empower talented employees. Since empirical data in the national context of Germany are restricted on the one hand and, on the other hand, research efforts regarding Talent Management in small and medium-sized enterprises are of less significance, qualitative research methods were used in order to gather deeper insights. Three in-depth expert interviews were conducted, providing valuable information regarding the conceptualisation and operationalisation of Talent Management in the context of German mid-sized enterprises. The findings reveal that, what is of strong importance within small and medium sized enterprises in general is the expansion of the term talent to all employees and their skills and abilities instead of seeking for high potentials and so-called A-players. Furthermore, three significant characteristics of German companies; being long-term and developmentally orientated, as well as providing dual vocational training to potential future employees, have been identified. These qualities underlie the highly specialised industries in which German medium sized enterprises operate, skilled labour and development of these is of high importance. Overall, the dissertation concludes that Talent Management is recognised and implemented as an instrument of strategic human resources management...



[Read Talent Management: An Instrument of Strategic Human Resources Management? Online](#)



[Download PDF Talent Management: An Instrument of Strategic Human Resources Management?](#)

Other PDFs

**Hitler's Exiles: Personal Stories of the Flight from Nazi Germany to America**

New Press. Hardcover. Book Condition: New. 1565843940 Never Read-12+ year old Hardcover book with dust jacket-may have light shelf or handling wear-has a price sticker or price written inside front or back cover-publishers mark-Good Copy-...

[Download Book »](#)

**Six Steps to Inclusive Preschool Curriculum: A UDL-Based Framework for Children's School Success**

Brookes Publishing Co. Paperback. Book Condition: new. BRAND NEW, Six Steps to Inclusive Preschool Curriculum: A UDL-Based Framework for Children's School Success, Eva M. Horn, Susan B. Palmer, Gretchen D. Butera, Joan A. Lieber, How...

[Download Book »](#)

**Very Short Stories for Children: A Child's Book of Stories for Kids**

Paperback. Book Condition: New. This item is printed on demand. Item doesn't include CD/DVD.

[Download Book »](#)

**Unplug Your Kids: A Parent's Guide to Raising Happy, Active and Well-Adjusted Children in the Digital Age**

Adams Media Corporation. Paperback. Book Condition: new. BRAND NEW, Unplug Your Kids: A Parent's Guide to Raising Happy, Active and Well-Adjusted Children in the Digital Age, David Dutwin, TV. Web Surfing. IMing. Text Messaging. Video...

[Download Book »](#)

**Frances Hodgson Burnett's a Little Princess**

Penguin Young Readers Group. Paperback / softback. Book Condition: new. BRAND NEW, Frances Hodgson Burnett's a Little Princess, Deborah Hautzig, N/A, Natalie Carabetta, The All Aboard Reading series features stories that capture beginning readers' imagination...

[Download Book »](#)