

عنوان مقاله:

Value Management: A New Approach to Talent Management: A Case Study of National Iranian Gas Company

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خلاصه مقاله:

Having a strong and capable crew is one of the primary desires of any organization. The organization's prosperity depends on such individuals, and according to the resource-based approach, organizations with talented human resources have a competitive advantage because the possibility of imitating and copying such forces is zero for a competitor. Today the demand for talent is increasing. Organizations compete to obtain such resources and spend much money attracting and hiring them. A successful organization can identify and maintain talent using appropriate human resources systems. Value-based organization models are effective systems of talent management that have entered the talent management literature. This paper aims to review the literature related to the model of value-based organization with an emphasis on talent management in the National Iranian Gas Company. This is descriptive cross-sectional research that is practical in purpose and has a quantitative nature. The data analysis showed that organizational, group, spiritual, psychological, and social ethics should be prioritized to achieve improved talent management, individual values, and professionals. Paying attention to the values of talent and institutionalizing essential values, such as challenging work, continuous learning, maintaining self-esteem, and giving them independence and freedom, should be among the priorities of the National Iranian Gas Company

کلمات کلیدی:

Value Management, Talent Management, National Iranian Gas Company

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