

عنوان مقاله:

A Study on the Relationship between Talent Management and Strategic Human Resources of Manufacturing
(Companies. Case Study: Manufacturing Companies (City of Shiraz

محل انتشار:

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خلاصه مقاله:

The current study is aimed at investigating the relationship between talent management and optimization of strategic human resources of manufacturing companies (Case study: manufacturing companies of Shiraz). The methodology selected for this study is of cross-sectional descriptive-correlative typology and of applied nature. Statistical population selected for the study includes 1000 employees of manufacturing companies of Shiraz out of which 277 individuals have been selected using Cochran formula. Research measurement tool have been 1- Oheley (2007) talent management questionnaire and 2- strategic human resources questionnaire. To test the validity and reliability of questionnaires, content validity and Cronbach's Alpha within the range of 0.79-0.81 have been used, respectively. to meet the aim of data analysis, SPSS 23 software package has been applied. Additionally, Pearson correlation, Regression coefficient, Dorbin-Watson and Friedman tests have been run for analytic statistics. Research results have indicated that there is a significant and statistically meaningful relationship between talent management and strategic human resources and their dimensions (including training, work experience, competencies, uniqueness, value and irreplicability of employees) in manufacturing companies of Shiraz.

کلمات کلیدی:

(strategic human resources, talent management, manufacturing companies (City of Shiraz

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