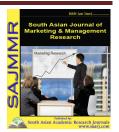


SAARJ

South Asian Journal of Marketing & Management Research (SAJMMR)



(Double Blind Refereed & Peer Reviewed International Journal)

DOI: 10.5958/2249-877X.2021.00098.9

OPINIONS ON TALENT MANAGEMENT FROM AN EUROPEAN VIEWPOINT

Dr. Manjula Jain*

*Teerthanker Mahaveer Institute of Management and Technology, Teerthanker Mahaveer University, Moradabad, Uttar Pradesh, INDIA Email id: jainmanjula76@gmail.com

ABSTRACT

Despite the fact that talent management has risen to a prominent position in managerial discourse, academic research in the field has lagged behind. This article examines talent management, with a specific emphasis on the European environment, and serves as a prelude to the special issue that will be published shortly after. The article and special issue are intended to contribute to the area of talent management by providing a European perspective on work that has been done by colleagues in the United States and Canada. In the aim of providing at the very least a point of departure for the area of talent management in the European environment, we have drawn empirical insights from the European context and coupled them with theoretical methods presented in the different articles. The primary goal of this article is to offer new insights on the link between leadership & talent management. The paper is organized as follows: They tested a concept in which both difficult work circumstances and empowerment moderate the effect of leadership style on organizational commitment, as shown in their research. As a result of the findings, the authors' conceptual framework appears to be a perfect fit in particular, it has been confirmed that butler leadership has a positive related to trying to challenge work conditions, and that the same workplace conditions are linked to three out of four employee engagement dimensions.

KEYWORDS: Corporate, Human Resource, Leader, Strategy, Talent Management.

REFERENCES

- **1.** D. G. C. & H. Scullion, "European perspectives on talent management David G. Collings * and Hugh Scullion Vlad Vaiman," *Eur. J. Int. Manag.*, 2011.
- **2.** C. Tansley, "What do we mean by the term 'talent' in talent management?," *Ind. Commer. Train.*, 2011, doi: 10.1108/00197851111145853.
- **3.** C. Fogarassy, K. Szabo, and J. Poor, "Critical issues of human resource planning, performance evaluation and long-term development on the central region and non-central

ISSN: 2249-877X

- areas: Hungarian case study for investors," *Int. J. Eng. Bus. Manag.*, 2017, doi: 10.1177/1847979016685338.
- **4.** E. Whelan, "It's who you know not what you know: A social network analysis approach to talent management," *Eur. J. Int. Manag.*, 2011, doi: 10.1504/EJIM.2011.042175.
- **5.** S. Terjesen, R. Sealy, and V. Singh, "Women directors on corporate boards: A review and research agenda," *Corp. Gov. An Int. Rev.*, 2009, doi: 10.1111/j.1467-8683.2009.00742.x.
- **6.** V. H. Secapramana and E. Nugroho, "Quality of Work Life Program as A Humanistic Perspectives on HRM," 2017, doi: 10.2991/icoi-17.2017.6.
- **7.** I. Kollinger, "Women and expatriate work opportunities in Austrian organizations," *International Journal of Human Resource Management*. 2005, doi: 10.1080/09585190500144186.
- **8.** P. Verhaegen, "Academic talent: Quo vadis? Recruitment and retention of faculty in European business schools," *J. Manag. Dev.*, 2005, doi: 10.1108/02621710510621312.
- **9.** S. Chadwick, D. Parnell, P. Widdop, and C. Anagnostopoulos, *Routledge Handbook of Football Business and Management*. 2018.
- **10.** S. Kasiewicz, "New trends in the system regulating the market of bank services," *Kwart. Nauk o Przedsiębiorstwie*, 2017, doi: 10.5604/01.3001.0010.7450.