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## OPINIONS ON TALENT MANAGEMENT FROM AN EUROPEAN VIEWPOINT

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### 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.*

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