

A REVIEW OF THE EFFECT OF TALENT MANAGEMENT ON THE INNOVATIVE PERFORMANCE OF ORGANIZATIONS

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ABSTRACT

The absence of talent management in an organization and the lack of its use as a defining strategy of an organization will lead to a reduction in the maturity period of the organization and an increase in the organization's laxity. This even led to the bankruptcy of companies whose product market competition was very high. Information technology companies are always involved in these competitions, and sometimes, the lack of proper leadership in these companies ignores new and dynamic talents, and the incompatibility of the organization's innovative strategies with the organization's talent attraction and development policies leads to the decline of the organization. The present research describes the concept of talent management and its effect on the innovative functions of the organization, which is based on the purpose of a review and applied research and based on the implementation method, a library research. The method of data collection in this research is of the library type, which was collected by reading books and articles from internet sites and reliable domestic and foreign databases. In order to analyze the topic, the researcher first stated the research problem and explained the theoretical issues, and finally summarized the opinions of the thinkers regarding this issue, and discussed the effects of talent management on innovative performance in the form of a conceptual framework of the research, and finally made some suggestions. proposed.

KEYWORDS: *Talent Management, Innovative Performance, Innovation, Organization.*

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