



Talent Management in Education

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ABSTRACT

The present study aimed to be applied and since the analysis descriptive terms used to describe and explain the concepts and definitions of talent management in education is paid according to the library, so the headline is a type library. Talent management, in education enabling in election employment and the excellence and progress special talents and staff to take up the least possible the most common results achieved by the most wonderful staff.

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INTRODUCTION

Definition of management:

The importance of application theory management:

Many of the master theorists knows cause of success and the failure institution the difference of their management. The Belief peter Drucker, member life section each organization is her management.

Harold Kntz knows management the most important human-activity and belief that the main duty of manager in all levels and in all differences unit of commercial. Industrial and official this is that design and keep environment that all member in that be able work together and achieve to the goals determination [8].

Theory by management is most application helpful and effective in organization that are building on base of knowledge and the otherwise in the style management experimental principles and the implication theory less apply will found.

Managers in the work of theory should know nature, principles and the rules theory and condition and the properties by organization in their organization.

That time by attention to the condition time and place of organization and leadership thinking and with a native action use the most benefit theory.

Indeed can say: theory management are maps and patterns the prescription resolution ways to problems of organization according to the status of organ.

Of course should be attention that application of theory management cannot, achieve to a success in hundred in the hundred (100%). Because theory management have disadvantages with below description:

- 1- It is possible that make managers stereotype.
- 2- Each theory has a limited lens and specified a certain path and channel that it is possible to be barrier of managers adventure in manage of organization.
- 3- It because if action performance and a certain of action performance and a certain behavior also theories management have advantage has below as bellow description:
 - 1- Are cause of correct activity regulation?
 - 2- Are lead to reinforcement insight for the office affairs organization and prevention of energy management lose?
 - 3- Prepared an insight executive and theoretical for manager.
 - 4- Prepared a framework to manager for office organization and offering common point and differentials.

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5- Guidance managers to different operation of organization and are cause of their dominance in this important case.

6- Are cause of recognition to how conduct individuals and their action in the organization?

7- Are lead to practical purpose about realization goals organization to managers?

This that abbreviation dis advantages and benefits of theories management was mentioned, should a knowledgment that for operation organization theories management application, avoidance in appeasable. Specially that theory for man is present more wide and more complex problem than another times and seems that in the future too this organizations will be leaving and remains indeed will be wider. Therefore operate of this wide organizations it necessary.

To a more advance and more complement principle rules and advance theory and it is necessary that will be theories about them [6].

Classification of management theory:

Theory management have been classification by different category. In the relation with this category different classification and with the reference the new resource and internet network especially management network in summery. According to studies in the 90 decade and firs of 21th century. The last classification of management theory are to three main category as below description:

A) Organization theories formal classic rational, modernization (modernity), bureaucracy, officinal management scientific, deciding, dutiable, theory management authoritarian, level technical Thompson work theory like as a material need. Theory of period savagery, slavery and the service agency, theory Lawrence apply, lack maturity arjeris system one likert, schools definitive-experimental adaptation, theory Puzyo, leadership imperative (theory path the goal), designing mechanical bronze and staker, theory non effective(conformist, authoritarian, preacher, elusiveness) Duty imperative organization like as legal systems theory and...

B) Theory human unformal Neoclassic, natural ultramodern (post-modernist) movement relationship human. Relationship, consolation, cooperative theory, theory parsuner, theory Barand, theory Selzink, theory Lawrence and Lawresh, theory effective levels management Timpson, Marxist theory, school ago policy arjeris maturity theory, likert 2 and 3 system, normative theory, leadership supportive, designing organic Bronzo staker, club theory, systems theory as real systems and...

C) Integration theory, open, system, team, effective Parsuner social theory, Fiedler integrative theory with model organizing, Etzioni construction, theory work theory, group decision, likert field analysis leadership transformation training organ. Minterberg theory, contingency and...

Curt view on promenade evolution management major unit of today knowledge management have been emanated from experience managers and effective scientists that have studied management.

In this place for show how manage mental investigations and effective of previous manager's achievement on today managers we have studied exchanging promenade management as a curt view.

Period of pre-management:

Administrative organization is not a new phenomenon rather it was been from beginning of human social life, because each type of social life, whether ongoing or not ongoing, advises collision and friction between individual man and their interests.

By away it seems natural that early socials human. Kind of statutes have been prevailing on own portion. According to this primary statutes and one series elementary customs was that had created foundation of social organization and affairs of this organs.

It is maybe that could search root of many topics administrative present age in the deep officinal discussion of this primary period from human living history. Unfortunality hasn't been written history office the affairs organization by social in the primary life nation. But from of the slice history civilization man we can understand a little to activity administrative. According to statement max weber bureaucracy was been available from old time nation like room, china and Egypt.

Hakhamaneshi great emperor particular in in Kurosh period made avoidance the existence bureaucratic organs or extensive administrative sets.

No doubt such on organization in the reign of Egyptian pharaohs has been avoided in order to work together to create indestructible pyramids. Remembering the Roman Empire has left it top managers from as far as organizers and administrators roman historically been a great reputation.

The ancient chines system of progressive employment as big countries like England founded largely inspired it for foundation of their employment.

In Muslim countries, Islam plays a major role in creating foundation of a relatively democratic leadership took over. Muslim community (Islam) leaders have also emphasized the spirit of faith and live up to it does not suffice. Many new leadership practices to ensure the success of organizational leaders. Leaders of Islam have been considered.

2) Classical schools theory:

Classical schools or traditional schools, in the discussion related to the management is that scientific management that with name Fredrick win slow Taylor is maxed. Therefore called it Taylor school or Taylorism. [4].

In the late year 1800 a collection of concept about organization that now is known as classical theory was distributed widely, now organization classical organization is clear and outstanding. How that her effective is obviously in complex organization indeed, classical organization concept in a wide scull from large organization and complex will be shown.

That has an excellent effective on new evolution cavitation. To the general way classical they had evolution in three steps:

Bureaucracy, administrative and scientific management bases on this three subject with synonym planning's and her effective scientific is similar to as well this three current plans has been growth and developed in one section time.

From the view point of classical theory, organization one structural from relative power, goals, roles, activities, conjunction and is another agent that are working as group with another. Here description ordinary this three theory abbreviation:

A) Bureaucracy theory:

For prevention for chaos, came out protection structure and order and stability in difference organization political, military, commercial or cultural bureaucracy and for first time was planned with max weber. The most important bureaucracy ingredients are summarized as below:

- 1- Certain series much administrative
- 2- Employment expert staff according to principle specially and competence technical.
- 3- Requirement principle of expert adaptation or work division principle on employment staff
- 4- Codification rules and provisions and executive statutes.
- 5- Authority and legal power and observance of formal relation principle in official administrative of curse in thinking of some scientist, bureaucracy executive has negative point that including below point:
 - 1- Drought and flexibility (this system is static and non-flexibility and is for the closed system and separated that has been designed and has uniform move)
 - 2- Solidity personality(dissemble human like as main element of organization, therefore is said to that organization without human)
 - 3- Relocation goals(goals individual indeed main goals organization)
 - 4- Available restrictions in classification (each person will be classified is special jib and don't have relation to another organization section)
 - 5- Own immortality and emprat construction(each manager try to distribute his organization and has ownership to his organization)
 - 6- Costs(in bureaucracy unnecessary are a lot)
 - 7- Worry and anxiety (democracy is spirit cause of lack moral and is produced poor morality and because managers decide instead staff, staff always are upset).

Indeed bureaucracy is synonym with formal organization have after expression of negative bureaucracy subjects. This is question that is valuable bureaucracy?

Answer should be yes, with conditional that issues such as bribery, cannibalism, pal play corruption reduction in the organization.

Indeed bureaucracy has positive function that is include below issues:

- 1- Specially oriented (bureaucracy with expert applies and work experience in organization, has creating this subject that increase product very much.
- 2- Give structure to organization (bureaucracy gives to organization a certain roles and provision with certain shape and structural.
- 3- Forecast from laws and previsions and another ingredients bureaucracy (rules and provisions and professional aspect and job possible this that person can have been forecast and stability.)
- 4- Rational behavior (bureaucracy takes to organization rational behavior and logical thinking. Because verdicts is performance base on criterion and specified basis.
- 5- Democracy or people democracy (bureaucracy with an emphasis on merits and competence expertly in job is cause of distributing democracy.

B) Administrative theory:

Administrative theory is second component from classic theory organization and management Mrty and Rail are two person of administrative theory Sian. They write the clear relation command between management principle and bureaucracy.

Organization in his formal shape, has ordering and the order concept and it is a schematization way and programmatically bureaucracy and administrative theory, both of them on according to dutiable, rational, principle collision, professional are persistence.

So administrative theory has that negative bureaucracy aspect too. Therefore in a wide view, bureaucracy and administrative are a one. It means we can understand one of them by studying another. Of course should be attention to that this two subject thinking with least are growing independently from another bureaucracy was spreaded with sociologist. That with an only scientist view point described it as an organization pattern unlike, administrative theorist were professional and thorough person in the different step of management. That their main goals and purpose was to characters of principle and scientist concept of formal organization.

If bureaucracy theory Sian had said that an organization tells how achievement to her structural organization another head difference it is that, emphasis in bureaucracy is one organization. Now the administrative theory Sian have more attention to organization. Majority of available ingredient in administrative theory in process of design and organize of out spread have been created.

Elements of administrative theory consist of management principles, there and direction concepts adviser group and management duties

Management principles have been done classification in difference groups. That in each of them, some actions or qualifications are main base of division. In 1916 year Henri Fayal told new principles for management that as summation are:

- 1) Work division (giving work to technician or specially like as that each person work with attention his craft and expert). Therefore should give authority to each person that gives personality.
- 2) Authority and responsibility (authority is permission to ordering and responsibility. Person is response versus of benefit operation)
- 3) Discipline (discipline is the base of order that characterize relation between managers and staffs and discipline is depended on three reagent such as benefit supervision in all levels, precept just, wise usage eulogy and punishment)
- 4) Commander unity (each member should take order for each special duty from one response.)
- 5) Goal unity or direction (organization a time isstatic that all his members have one certain goal.)
- 6) Organization revenue primacy or individual primacy (priority plural revenues on individual revenues)
- 7) Salaries and premium staff (premium of staff be appropriate because will follow benefit operation)
- 8) Focus (power be in hand of in individual or a limited number)
- 9) Seniority steps series (organization steps series be wholly clear.)
- 10) Appropriate establishment (giving work to technician or take each person in own appropriate designate)
- 11) Equanimity and equality. (It should be in each organization justice and equanimity based on previous determinative agreement and certain.)
- 12) Staff work security (organization ensure staff work security)
- 13) Prod and communion invitation (making thought joint stock Corporation between manager and staff)
- 14) Unity spirit and gregarious space (gregarious unity reinforcement)

Scientific management theory:

Scientific management is third element of classic theory that began his development around year 1900 and was used speedily. Scientific management theory almost was discussed synchronic with bureaucracy concept popularization and administrative theory and should attention to that as a point this three mental income are compatible together and from another point are complement together and as universally have a common view point about person natural and their organizational.

Emphasis of each three income is one expert and organization structural, steps series and duty.

But it is different principles and bases of experiment and analysis for this three view point. Scientific management emphasizes on experiment and work physical analysis. By other word that bureaucracy and administrative theory emphasis on structural and human organization process.

On the other hand, scientific management is a tiny theory but bureaucracy and administrative theory are a massive theory. Taylor has the most share for developing and spread of scientific management. He was a mechanician engineer. That has an important role in management of metallic industrial and steel. Taylor was going to with his scientific experiment improve management of industrial workshop and ordains some provision for conduct of productive survey.

Taylor system that is famous as noun scientific management is consist of two bases elements:

- 1- Tentative discovery the best performance way for each act and his details component, determinate of intransitive time for performance of each task diagnosis for the best tool for task performance and their state of

achievement in regular process from improving technology and extremity is the best income way of work and sequence for function performance.

2- Work division between managers and staff such as responsibility of discovery for the best way of operation and their planning tools purveys and intransitive instruments, attach requirement tools for staff access in the suitable place and time and emission for orders and creation of other requirement facilities was been in guaranteed of managers.

In the belief Taylor material advantage of usage of said system is increase of product level that with avoiding dawdle of staff and economy in working by machines and materials productive by way deleting waste operation and products difference harmony will be afford. Indeed scientific management is include of tenet collection of a certain pragmatism like below:

- 1- Science creation a unit for performance of each act instead non-scientific ordinary method.
- 2- Staff election according to scientific methods and education and instruction them.
- 3- Nearly solidarity of manager with staff to scope confidence accordance them work results with tent and scientific doctrine.
- 4- Division almost adequate of work and responsibility between managers and staff bases on logic. The terminal purpose of scientific management is nurture of each one from staff to his workload extreme.

Limitation of scientific management are:

In attention to emotion and human sentiment and team role in organization behavior limitation of belief to availability of the best way for work. Financial testimonial like as most effective reagent to creating motive, in ordinate emphasis on scientific methods, inattention to confliction and organizational strike (Khorshidi, 1382)

3. Human Relations movement theory (Neoclassical)

Neoclassical theory often calls human Relationship movement likewise is clear from his name, this theory has been established base on classic. Simply, this theory that edited classical theory, or is development.

Basic purpose in new classic theory, it is that should emphasis on aspects social and staff psychology. By attention to this reagents, the definition of classic theory that provide from organization told thus (organization consist of collection human groups that have common goals).

Human relationship the movement with wide survey in the Hasorn factory depended on western electronic company, that in end decade 1920-1930 to beginning decade 1930-1940 was actioned in shikagoo. As is famous as Hasorn surveys began. In this studies, was survived exactly behavior of some staff, the purpose of talent studies was survey of special material reagent effective as, work daily state, breathing level and rest between work and another materials reagent like as ,light, sound, heart,...in their product(beneficiary).

Found that instead of said material reagent changing level product and beneficiary is continuing to its ascending process and even increment if daily work time without rest and breathing and activity in another unfavorable state(like light decreasing, work time increasing and...) not even haven't have cause of product level decreasing rather, increase level of beneficiary to a salient state. Thus researchers found that, what, product level, beneficiary scale of study occasion group increase, aren't material reagent as assumption felling, and importance to decorum selective for study from managers, republican solidarity and social relationship convenience, morliberty scope about work division and appropriate improvement and attention to staff sentiment with supervisor is caused that increase product.

Ordinary motivation importance in the individual and grouping staff behavior, will be effective. One of the most important of available result of said studies, the recognition of social system effective set isn't only dependent on beneficiary increment, rather how collective relationship of persons in crystallize groups, is known as a very effective reagent on efficiency increasment. Therefor for first time was known available informal organization in the formal organization.

Neoclassical theory elements are:

Person, informal organization and communion.

Limitation of human relationship academy consist of:

1. Limitation of research scope (try to resolvent of organization important problem from study way in team no organization).
2. Resulting and analysis level(popularization at person level and group to aim resolving problems to more wide level of organization)
3. Struggle and strike and power problem (only know fictions reason and strikes conjunction swoon system, or nonsuit able intercourse reciprocal and in attention to existence variation in profits and claims and would of persons and difference group in inside and outside of organization).

4. Modern theory:

In the studies of recent some decade management, it was been effort to complement of founding scientific management administrative theory and furthermore of human relationship.

New clientele tremor of scientific management emphasis on scientific decision, using of computer and decision implement, today human relationship of theorisians team, are speaking about improvement and

rebuilding of organization. And instead administrative theorisions have taken (whom that are believe to supply of management study as practical before believing to the doctrine).

Organization systemic analysis:

This theory tacit to attention to all organization ingredient all organization and his constitutive retails, sees with a pervasive view. New theorisian take organization as a salubrious or occasion that his life is depended on regulation against outside environment changing. According to this view, there was a reciprocal relationship between organization and outside environment. And facility of each is depended on another. Tent and topics of new theory has theme of great basis studies. In this theory is emphasis dynamic ingredient strike of organization crystallize with together and too his strike with another organization. And too with environment of organization. Systemic theory defines organization as this, that an organization consist of structural process that in this process components are posit together for polar certain contact. New organization and management theories however are noticed at least about year 1950, but significant from decade 1950 to future, gain an extent and skirt development. Propertied of new theory (organization systemic analysis) as abbreviation consist of:

1. *Seeing systemic:*

Modern theory is attention to organization as a system, consist of five main detachment that are: given, process, taken, output and environment that apply to general theory of systems, like as existence systems, physical and behavior.

2- *Mobility:*

Unlike classic the ones frequently is emphasis on structure, modern theory emphasis on dynamic response process that are done in inside structure of organization.

3- Dimension and multilateral and reciprocal surfaces: modern theory has wisdom and massive view. A modern theorisian, distribute his analysis between organization surface easily.

4- Numbers of motivation: according to modern theory different motivations can be cause of accession of a movement.

5- Conjecture: modern theory avoid from specialty and pragmatism in pronunciation.

6- Scientific pedigrees multiplicity: this theory gain his stand point, tucties and styles. From difference theories like bureaucracy administrative scientific management, Neoclassic, social sciences and behavior, technical knowledge and quantitative and general system theory.

7- Descriptive: modern theory analyze and diction dials and properties of organization and management.

8- Number of variables: from view of modern theory it is purpose that occur of an adventure, is effected by multiple ingredient that tis reagents have community between themselves.

9- Consensus and consistency: by this mean that organization for itself life, should be harmonic with changing and state of environment.

B) Pertinence management:

Another primary style of management is based on pertinence, pertinence management's theorisian has abandoned principle ways.

Henry Fayol and his team was looking for effective technics for management for each unit in each time. Thus management theorisian know it impossible base on pertinence. Basically management method base on pertinence has emphasis on this objective that, what manager does in the action, is depended on collection of available term. In the management theory base on pertinence, not only is attention to existence statues, thus effective of showing solution is recommended on pattern behavior organization.

Duty of theory and knowledge isn't prescription of "what should do" in a special status. Thus goal of theory and knowledge, discover of fundamental relationship, primordial technology and organize of existence statues based on clear concepts that is utilized.

State of achieve this technology in operation, is depended on real status, therefore is talent that effective management always is based on pertinence.

Definition of management and educational leadership purpose of management in each organization is harmony of human effort and effective using of another source for its educational goals realization. In educational organization goals are depended on training and education and learning. So purpose of management in educational organization is realization of educational goals and effective growth of education and learning. Sometimes educational management is defined as synonym of management as known generality.

In this case, educational management in as schematization, organize, conduction and control of all activities of training and education. But educational management, almost is attention to means specific, mean management is that part of educational organization activities that straightly are depended with training and education job and learning. Among, activities proper to educational programs, materials and consist of lessons, methods and educational tools council and teaching audience, action of training and education of complement

program, teachers and students indeed, as recently meaning, their activities of educational organization are appearance. If take help from concept of deciding, educational management is deciding and performance of decides about training and education.

Definition of training and education:

Training and education has different definition, variation of this definition almost is caused by complexity and multi mood of training and education. Sometimes “process of taking science and wisdom and in another case result of this process is called as” training and education sometimes is attention to both of definition of training and education

Jean-Jacques Rousseau has been resembled training and education to a ship that make available human species from storm. He assigns training and education as base of health society structure. That can assembles bases of each person to independent liberty [7]

Away that human isn't lives in gape, even if has been compass hem great ingredient like as things, another people, natural and social environment, and he in relation with them, is able to obviation his self-social requirement, to this reason in this process phenomenon and social institution are creating that always social human lives is relation to this institutes.

Training and education is one of this institutes and phenomenon that with human navigate, person personality genesis and his social life has proximate relationship and is in hookup with all social stimulus and social changings. Also training and education is an institute that operates with another social institutes. Whereas, sociology act is study about social institutes and state of them emersion and genetic way, as this reason sociology is studding training and education too that is called like as ((sociology of training and education)) and Hennery Janne has been titled that as ((study of institutes and social relation correlate to training and education))

The goal of training and education sociology is study of training and education, how creating and organize ability and its general function on social life.

From that institutes that have an in separated relationship with training and education can called, religion, family policy, economic, art, community conjunction tools and technology. Training and education in it's widely concept is consist of learning in brigade and specially its means, is limited to some problem for schools and academics. Indeed ((education)) and ((training)) are in one concept to this mean that when a child is passing his genetic and personality state, as relation to family and another primary group is learning, that how should have behavior and in another step that goes to school, and learning as a formal learn, will be upbringing, that on their hand gives ((upbringing)).

John Dewey in the book introduction to training and education philosophy writes:

Training and education is not like as a introduction of person life introduction, thus is exact life, and teacher hasn't have permission in the education period, strip child from his age necessities and enforce him to some activity that they are outside from his mood and outside real requirement.

Namely, yet that we are prospering someone to future living, shouldn't immolate his now a day life to his tomorrow.

Socilogists almost know Training and education synonym with Soeialization, and Know That likeas another institaes that can be resolution. In they way Soceilogist action between classmit, teacher with Student, teacher with mananger, viewa and Student Improoment, Students and teacher Jolues, and Economic– Social base and it,s Realationship with educational base and it,s Realationship with educational Student Important have Studing.

Fuvction person Know educational System like as inseparable title of Social System.

That Does Fuction like as. Transfor, Cultureand Sociality accepting for Social proteetion system(That, 21).

Dour kim in thisse Realationship deduction as This, that In each Society be education and Training Proper with goals and Values of the Socety. as this Reason it is diffirent containes of education and Training From each Society to another Sociaty and From each time To anather title.

Indeed it is Society That determin goals No Person.

And Spicialy for goals of education, has been Said Some person, It,s goal as holl developing of each child Tools.

In academy to appropriate for general welfave Thate Society That he is amember of That.

In The book Learning for living The goal of education is Said,that allow to each person to for efflorescence his talents and his self wise Tries liberty.

But In Iran proposition of general goals education is that train of cultural goals.that warrants preparing for a Social and Individual good life That areflowed in all Stage of growing and each Culfural changing Witch Individual life is a account of them.

One of anather goals that for education is saide is person Introducing to Status and governor principles on all that, persons will be under special discipline and learn them Duty.(Shey knaunal; 1379)

Also ,via Education are trans fering cultur, Values,Theories, Scince and crafts from each genum to another genum, and from each soeiety to another Society and education with this valuesTrans Faring behavior methods and laws and institules as eual in all level of society By School.

Is propring Social Solidarity of cause education addel on broodcasting of knowledges and values, must proper Scheme and gimmick too for ther Accept from People.

The Important operation that is payment this basis, is product of education movement.

It means that people of Society With enjoy of education and nomination of ability and suffieency in diffirent Stages, will attain to ahiger Soeial altitude.

This properties add.To the value of education and make it to general fortuity.

By this way education with taking prestige in Society can performance a effective role in Social conversions and innovate.

By another way the goal of education is not only Taking Score an learning of a step of undercover and leasons topics that after atime will be for hidden But its main goal consistency of Individual with environment and is its corret known.

** goals of education:*

The main goal of education In each Society is this That, each person accordibg to belifs pattern and cultural Values Religion,Society and its dipormatic educated and Send a person appropriate and proper to Society.

The goals of education have three Rols in educational managment, first , give direction to Process of education in each Important Deciding of educational like as Schematization Determin of Policy,teacher manner,purvey and and Regulation of books and learn schemet is first quation Relation to goal , that with knowing of Them it be clear Direction of deciding.

Secondry, they exist motiuation of mouement and Activity.

Because goals are like as Jakues that in providing utilitarian, Manangers, teachers and Students to Then nealization Enforce To try and effort.

Thirth,they exist evidence of control and educational Activity vakuation.

Purpose of educational management in educational organization is, Realization of educational goals and effective Improve of education and learning

Duties of education:

For duties of education too as generally experts has been captioned three main duty that they are Accepted from all education Scientist as bellow:

- 1- Obtain basis and heathly environmentFor quality growth and in imitable feature of each Students.
- 2- Diagnosis of individual diversity of eathStudent
- 3- Student,s Improvement.

But by attention to goals and Duties that are flowing in educational Dytem this guations.

Are discues that , can education in country as a formal institution and cultural aimed to goals yet?

They institution howmuch has effective from avoiding of inelegance Recluce or how much is effective in personal mental health in different Steps, Wheras we See daily events that aren,t antedate.

For example, Consume and Buy and Sale of extahsis tablets and breezy between School Student and banding them in School.

Buy and Sale and Consume of narcotics Spicially marijuana in high School Students.

Out break of aggression behavior and nervous diseale Between daughter students This are examples of behaviors and eventsThat Student are envisage of them .

Dimension of goals and Duties of Formal Education.In Support of theory of peopleogy Duties of esucation and them Relation with cultural conversion, it id available Some Scientific instance(Downey, 1960) has Snooped wide Spread about formal education and its goals.

He With exact Survey of offiers verdict and ordinary people about education classificafeed them in a framework that Aaue quadruplet dimension coinade with Thought of cukfural humanologists.

Similary Researchs has been support this classification almost in all countries durrender of cmphasis areal cultural prefer goals of education to quadrup let dimension is separatable,

Bellow table shows Basis dimension goald and duty of formal education.

A)mental dimension:

- 1.information auocation: complement of information and general lknowledges.
- 2.exchanging of skill knowledge In avocation and information transfaring.
- 3.dreating knowledge: power of spiffy and craft,.
- 4.Liking jnowledge: eraze for learning.

B) social dimension:

1. Individual decorums: solidarity.
2. decorum between person and government.
- 3- decorum's person and mother land:

Knowing duty and jingoism:

- 4- international deaconess:
Reciprocal Relation between nations and world population.

G) personal dimension:

- 1) body: physically health and growth.
- 2) sentiment: health and mental stability
- 3) Moral, truth and moral amplitude
- 4) penchant: craze to culture and art

D) productive dimension:

- 1) job election and profession:
Information and guidance
- 2) profession preparation
Learn and novitiate
- 3) home and family
Housekeeping, Marriage and combination of family
- 4) Economy: buy and sale, consume and own enterprise

Formal education goals, in different country even if has common dimension, but basis, emphasis and different priority.

Because plasticity and educational mutation In each society, something's is particularly and forms from historical and cultural information despite, educational problem process with important and developing relationship cultural and exchanging thinking's between countries is more and move similarity days to days.

Therefore experiments of countries in basis of education, especially in management and schematization of education, can be learnable and solution way for masters of each system educational in each society.

Definition talent:

In the dictionary consist the implications super seeded for talent, capable, ability inherent, initiative, interest, capacity mental talent, ability, blessing, genius and the art talent can definite with the ability (inherent ability performance a good word)., basic point about talent this is that talent inherent ability is that opportunity given for accession and outburst Klein definition talent to such in the psychological measurement book, talent usually predicated to the collection of the applicable that in the specific cultures enumerate value. Talent means officiated main the group, leaders, technicians, basic cooperators definition.

To them estimate talent respective balance individual development in the activity if for business skill stogie in the on activity different individuals inequality conditions and the location, we will was lend that different individuals show differences of the viewpoint level business skill.

Talent collection is of the ability by individual consist of skills, knowledge and the capacity for growth and the development.

Forces strategic definition collection the of resources and the professional potential, proper, uncommon and unassiable that cause creation advantage competitive for the organization.

Three pillar the main talent:

Talent formation by us of the three pillar the main skill and ability and opportunity.

1. Skills: skill is ability performance working. That result learning or practice skill possible is inherent, as example ability performance and the resolution hard issues math, but though learning provision and rules requirement to practice.
2. Features: inherent ability features for use of special skills and or performance affairs in special location. Two person with the level intelligence harmonization possible is in the level run one skill different requiremets because one of the they hare is feature for the other no extencee whereas features ability use of the skills for the maximum convey effect partial. Skills to can learned but feature to rises of the within.
3. Opportunity: the talent need for own the outbreak and arrival to the opportunity. Talent is not the only exclusive to one gender and or one race but unfortunately in the past opportunity granted only to the social groups and specific racial and or the only gender (male) opportunities are creation to the two way. First individuals are single followers opportunity for the show their talent and second people are that their role and works should tender the species that prepared opportunities for talent this individuals.

Consist: the parents, teachers and later in social life, supervisors and the above.

Talent, Bordeaux kinds specific talent and general talent specific talent counted the value in the specifically positions for example talent music for someone wants in the one of the strings music gained specialty is basic role general talent possible counted value in the different positions verbal talent is general talents of the sentence that it has basic roal in the most of locations. The existences verbal talent is most important in career locations. The most important tests general talent can mention to test diagnosis talent (DAT), test early talents Thurston, tests dtrva and tests California.

Management talent:

Comprising is the design talent and education new conceptual relatively. That it arrival in the decade 2000 in area human resources organizations management talent originated of the interpretation (war for procure talent) interpretation that has root in the late decade 1990.

Tool to show difficulties that time organization faced with theirduring absorption maintain staff with talent [21].

Not with standing company accept generic subjectivity (war talent) possible defined for thalent individuals outside organizational value and talents are age in the organizational count mild.

The approach organization should approach is that on ability public for success emphasis and to through attained with normal staff to irregular results.

Certainly fresh word aren't exist about approaches diverse inserted in management talent absorption, protection motivational commitment, training staff and design succession human resources but the approaches with the aggregation in the next other existence some totality to both online wet that can used to that to title power force driving to compilation and the implementation coordinator approaches and with support mutual other and that help to the organization for takeover and protection human resources talented his required case. Management talent connection completely with idea moral (best location to work) that it is in decade 2000 again superior idea management talent is same interest of collection the integrated of activity hosting to attainment make of the that organization can be human resources.

Brilliant his required case toin living room and the future absorption, elected and training. Purpose guarantee circulation talent in the organization with to mind deposit this principle that talent and prime source company. Sometime this image that management talent correspond only with main staff organization (aspire staff). But without uncertainty each on in the each organizational talent, even if some more of the others worthy crafted. Process management talent, shouldn't limited to the several of staff. Purpose management talent is nurture and protection treasury talent compound of force skilled and follower and engaged working.

Education and its importance:

Education is current society vulnerability or social new members of society. In society account ability collection beliefs, mores and ethics, norms, value, behaviors, knowledge, skills and art society transferred to new generations. In this definition education is justifiable to manes generic. Officially education is process that individuals stymie to the intermediate in organization social gestures in the education regular knowledge, skills, behavior and the orientation. Official education important the view point of with the training ability and strength society individual in help to their growth and efflorescence and beside it is in the service various goal social system officially disbursed the transmission legacy cultural and social to the order force skills human in background by profession and expert and there prepared to make cause absorption and the occupation individuals to in organizations cultural, economic, political and the social society general pattern institution, official organization society that to the intermediate, transmission legacy cultural, education sciences and techniques growth individual and social is possible called system education. Official education in global phenomenon and pretty found in all communities present. But structure and property different of the cultural to the cultural the need all the human communities to protection achievements by cultural and training new generations public to become this systems. Official education to the concept is current income for the accountability and the satisfy needs new communities. In past communications education didn't imperative a part of life most the people not in the school but during steps his social life. "Training" and "nurture" religion dose prepared the family and the early task creer learning need individual in background the practices religious, social mores and cultural craft and the work and issues life for she.

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All definition management to created fetch and the protection the environmental that individuals to in the direction comply the goal by given the effective and efficient activity he know, in the instead other, management to the work with the individuals, by individuals and groups for the realization organizational goal. Mirkamali knows the school to one system hundred in hundred human that human factor any organizational didn't knew to the size in strong. He management definition to with reliance human shape and the with the attention to dine goal "management namely the work with the people to help people for the people and the for God"

Therefore what statement was and view to have other definitions, to the our view management, process isn't effective utilization and efficient human resources, value financial and the technology in the schematization organization, mobilization facilities, guidance, creation motivation, reinforcement communications and human relationships, budget packing, coordination evaluation, control other principles management that there accepted for the access to organizational goals and the basic system value. Mirkamali knows leadership to establish men and protection structure in enforcement and interactions.

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Definition of talent management:

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Michelle Helenvbe Alks that wrote book "the war talents". Talent definition collection of ability one person and he definition war for talent to final solutions for talent on bases this definition talent is consist of concepts such as personality, skills, knowledge, intelligence, judgment, experience, abilities, attitudes, instincts and the learning ability. Talent formation of the three pillar, skills, capabilities and the opportunities. Ability skills performance best that is result learning or practice. The ability sufficiency inherent for the use of special skill or performance affairs in the special positions. Opportunity is talent outbreak and the arrival that own need to one opportunity [21].

To the simple language, management talent make assure to organization that competent individuals with appropriate skills, position taken appropriate job in the direction access to expectation goals business. Management talents is consist strategy and thinking based on absorption resources. Selection, education development, maintenance, transmission staff in the inside organization.

In the belief of master theorisian talent management haj importance because of two cause:

- 1- Performance of talent management is cause of absorbance and successfully protection of talents.
- 2- Staffs are elected for important job in future.

Why have talent management special attention nowadays?

1. Straight link between talents and superior performance of organization: studies show increase when organization investment on talents. In the results could be influenced on work and business operation.
2. Value creation by talents: financial value of organization dependence to talents quality and talents growth organization value quickly.
3. Work and business in the environment with severe and dynamic competition is very difficult for protection competitive advantage duration long time. New products and new models of work and business have short cycle and wont innovation demanding. Who should be precursor for encounter organization with this challenges? Who can guidance organization in the complex and the dynamic work and business?
4. Expectations change of personnel : Expectations of personnel changed and increasing the interested to performance challenge works and the most they want variation careers redirects, accountability to this numerous challenges hearts and brains capture of staff is very difficult in addition, organization culture in the absorption and the maintenance particular talents have serious figure and staff to interested organization and management.

Indeed talent management, consist of complete collection of the processes to identification, utilization and management of individuals to the purpose success implementation business and work strategy need case of organization. This processes that in the life cycle of staff is effective, will assigned to the three main area:

Talent attract, awareness and kept of talents and the development talents.

1. *Talents absorption:*

This face consist of topics linked with individual's recognition with the skills collection in the above level for jobs that organization required. Thus what did capital organization on the individuals? How did organize human force? How doing program plane to employment staffing in determination posts? What is the type talent require to organization development? How did design the main plat for development? These questions the only part of the questions that in the organization duration absorption and development path drawing of staff as valuable capital of organization should be view.

2. *Line building and talents maintenance:*

When one organization in the completion process found staff and the recruitment in the posts function successfully should be know what next step? In the phase necessary in the collection of appropriate skills of individuals with the responsibilities job view in the one line. The other phrase performance forking force should be management until organization confidence in the path is that most human force have more productivity. Other talk that in the process talents maintenance must be noticed services compensation system. In addition necessary is the organize spread policy of service compensation justly. Therefore required is that reports output and analysis result of the talent measurement and the individuals performance are viewpoint in the calculation system of service compensation.

3. *Talents developments:*

Final step of this process, consist of topics related to the learning and talents development. In this face staff required to one job development path able touch and clear. In this case organization needed to most capital on the staff for create learning and development opportunities up to of this way able keep their skills to accountability to expectation and future needs of organization.

Benefits:

Why word talent management as using as one common concept in the organize cycle? Reason very goal there is to matter existence: this topic for both staff, managers and work and business to one size is beneficial. As that was mention talent management created this trust that each one of the employees with special talents and skills existence in the job appropriate. In addition benefits of service compensation is fair. Such their job path is clear and action as one factor increasing stimulation.

To better job opportunities inside and out of organization talent management appropriate processes and tools prepared for support and empowerment of managers. By this way they learned of the stuff what have prospects? That this matter cause recovery working relationships. In results organ: zution in one side whit capital in the talent management of the one capital return rate to above are shared and in other side will found various talents collection in the conditions organization portion of the benefits agile working force and interest. How do able strategy of management talent helpful for organization? One appropriate strategy in the talent management have three component. In form existence system of talent management, first component include evaluation current processes of system in organization performance appropriate evaluation defects weakness of system and view pointed recommendations to resolve those. Next component, design and implementation talent system (a tool and support soft wave system). That support of design process, monitoring, offering results in the structure of system, implementation and classification last component, related to the precise analysis of talent. Observation and supervision on that is talent identification in the appropriate location to performance one activity or no? That the matter could be with implementation one cleaner solution of work and business in the direction effect talent management able realization. Talent management in the processes of human resource development.

This model is a conceptual framework that are separated typical question related to talent management by strategic human resource development. The framework started with.....most organization, strategy and competitive advantage, organizations based on decision in this step are entered to next step and determinate strategic implications of talents. Then identification source of talents and in next step determined based on place and time and classified those in direct strategy of organization after talents identification and segmentation should be the veloped. Next step in the hierarchy of talent management system that includes the following levels. Selection recruitment 31 performance management.

Compensation:

A review in research history:

..... in the paper studies relationship between talent management and organization performance notes: so far, little researches has been done on analyzing the relationship between talent and organization performance however a number of research examines the various aspects of this relationship. Most of studies are.

But some of them are concentrated in specific aspects.

Or intended sample groups.

In general all previous research a positive relationship between talent management and organization performance have confirmed. In addition, the results of an international study.

Showed that talent management activates leverage the tremendous impact on organizational success.

Many research of talent management, both financial and nonfinancial approach have adopted to assess the impact of talent management activities have in the organization performance. Mr. Sayadi and them cooperators also in the article talent. Management a key concept in the field of organizational wrote that: "overall talent management as a system for identifying, hiring, training, promotion and maintenance talented people. With the aim of improving the ability of organizations to achieve business results defined. With regard to the definition of talent management and employee life cycle as a model for integration and the main process of development of human resources can be found in all issues related to talent management in all processes of exist establish able and extend. In relation to talent management benefits can be said that organization investment in talent management on the one hand of returned ratio high investment and on the other hand the organization will have a different set of talents. In such circumstances of benefits agile and motivated work force, that productivity of your organization will follow. Also, most of organization in current situation paid regular based on the criteria set to study potential slandidentify to the current and future posts today the companies dedicate right time to the predicted current and will requirements more over globalization and changed work force demographics, requirement work and business. Abbas Ali Karimi and Hussein in the article impact elements of improvement on the talent. Management accented that talent management requires as serious commitment and all aspects support of organizations employees and managers, there can be helpful in this particular case.

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Goals:

Today due to the increasing progress in all aspects of the scientific, industrial and ... this type seem to improve the development process and to achieve the desired results using of smalls size organization to achieve organizational goal and social institution that achieve a fire society and raising the level of school education that educating student and citizen should familiar with talents itself unit develop the appropriate member of their community in recent years articles and researchers used in the level organization community it is usable that this matter before was counted a side issue has been dealt emagar issue and Investigation that was most of them in the organization level and has been some symbols un directly to un organizational talent due to this that persons came to organizations from school, thus we for believing was that survey to talent management talent in education.

What in education organization level between staff and management and too in student and child level, this problem from their be more important that we see in the document of changing education to this subject more deep we you and more has been and effort is to this that with talent knowing, talent training- protection of previous talent and taking another talents providing solving this problem, students and member of society to knowing of them ability and effort for more elevation of them talents and taking another talents, live more better and will be more calm.

Now that due to now direction society and what in development countries see, providing low tent to this Important, it is visible that we will have a weak society to this reason that they entered to a job that they didn't have talent or with to this reason that they hadn't have talent in a job have been entered or with sarcasms and failure and percent that is cause of fatigue, gloomy, and finally distaste to life.

There for we have a society that they haven't taste to life and improvement and they are coming to decline.

There for should attention to discovery of talent- talent management that is consist of training and protection of talent and is elevation of another talent.

Provided research and article is trying to this subject investigated correctly and we have a positive step to achievement to appropriated society.

From there that talent, is having of natural discover and training that, and because of education (school) after family and warm institute house is second socially place that child, that small member of society is in that should in education with talents management of society member introduce them more for them abilities (for better living) and learn to them talent management of technics and it is reasons that is article is collected and tender to all friendship knowledge.

Methodology:

Present study to phase purpose is using type and to phase research plote is descriptive type also in it there that for study literature and research history of library resourees used this research is of library type results present study can help to all responsible of education system hoarding approach of data in this study was library and also books collection and scientific resources aloout talent management in the education.

Discussion and conclusion:

Organization function of education should be a function that on all ability to success has emphasis and by this way arrive with ordinary staff to unordinary result.

It is not a new told but this function with summarization together product a kind of solidarity and totality.

Attract, protect, motivation and obligation, staff training and design of situation of human resource is not a new talk but with using of totality of them can product organization motivation power and engender this possibility for organization to attract requirement susceptible human resource. talent management is using of activity ordinary and unipod. for confidence and warranty of attractand preservation requirement human power in now and future. And it is too disburse to motivation and training of that talent. Therefore goal is warranty of talent circle in organization and import of talents main source and major in each organization.

Some of image are symptomatic to this parent that talent management only is handle whit main staff a soar staff but this trust showed that each person that is working in each organization is too talent.

Offers:

Talent management is one of the topics that interested in the organization how ever its only based on what in the law stipulates can not guarantee success in the organization mentioned in the article talent management requires a serious commitment and support from the government and leader of the organization is to path finding.

Based on it offered that in the organization talent management culture runned in speeches and functions staff and managers and all just patient get to this belief that talent management deep effect to organization performance will have and for this order to research basic elements .

Atented seriously and in the up organization level also global society very serious of ago and certain main talk to title one of global development index spotted 1- managers of organization have in the functions and speech s of their positive and actualize view point ratio to disembark talent management and gives in comprehensive financial and spiritual supports.

2- organizations that in their obsorbition and selection of people on the basic merit, ability and talent accomplished then human force will enjoy with statis faction and productivity ther for recommended that organization parfaked of this obsorbition and selection in the government level suggested government law in order exective in the talk assessment thas one that of finction comparison idens of one ministry talk talent management providing the organization a ratio to this order attempted negative grantgeted and certainly this in yeabud get on government organization regarded. One false imagery that when about talent management possible created is that taked management to title free pocess advised in the side human resource development processes also when thatto discussion talent management paid possible this image created that committaly should be some of specific peoples selected to they shewed particular serrices. To total talent management to topic one system for identity, employment, gradation educatin and keep snseptible, people with goal optimum organization power to realization result , of work and bussines defined. With attention to definition talent management and recorded life cycle of stuff title meddle for flated and main human resource development processes can found that disscisions related to talent management used in the all pitchablich cycle processes.

Inrelated to advantage talent management also eansaid with inuestment in the talent management of one slad capital return rate to obave are shared and in other side with found various talents. Collection in the conditions organization portion of the benefites agile working force and interest.

6- also most of the organization the the arrent situation paid regular based on the criteria set to study potential andidentify to the current and future posts. Today the companies dedicate right time to the predicted current and will requirebents. More over, globalization and change work force demographics, requirement work and business efficient talent management process hasincreased.

Meantime attended that main and key elements two performance management include: performance assessment and Paid base on performance and keep human resarees in the organizations discuss subject service recovery pay salary and advantages base on people performance saused increase job satisfaction of people so for organization keep human force of performance assessment particulary interate 360 degree and shared pay base on performance. Talent development and human resources will be main section of more one organization to side create learned organization for create learned.

Organization first necessary that organization shared of learned organization and for natural learn necessary that learn programs and individual development for sporadic staffin the organization level accomplish with create development program job path in organization human resource of job more is faction will be enjoy and organization of learn organization advantage shared reasonly purposed that organization organization regarded education and people development programs.

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