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### Studying the Relationship between Talent Management, Organizational Effectiveness and Commitment of Education Department of Kohgiluyeh and Boyer-Ahmad Province

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#### ABSTRACT

The study examined the relationship between talent management, organizational effectiveness and commitment of the department of Education and Boyer-Ahmad is Kohgiluyeh. These Research of The goal of the type Research the use of is of the view method inference of the Type Research F is recommended and these research of the Type Then The goal. The population of all the staff of the Education Kohgiluyeh Boyer Ahmad is whose number is 200. To develop theoretical and literature of library and collection of data from the statistical community talent management questionnaires, the organizational and institutional commitment to the validity and reliability of performance will be evaluated. To analyze the data, descriptive and inferential statistics, median, mean, standard deviation, and Pearson's correlation coefficient was used to determine predictors of simple regression, multivariate used. Data collected by structural equation approach was analyzed. After processing the data → By means of statistical software spss Results showed a significant relationship has been established between all the hypotheses.

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#### INTRODUCTION

##### 1. The problem statement:

Future challenges facing the business world, to gain vital knowledge organization with valuable human resources producing knowledge. In fact, talent management ((a concealed weapon in the global war for talent will gain a)) is the same Recognizing the need to recruit, develop and retain talent, organizations have found that resources are critical talent management are needed to achieve the best result

Talent management is a task that the only way to attract talented people, but also to attract talented people, the effort in the talent management process.

The financial and technological resources are not the only benefit of the organization, having talented and capable people who can not only be considered a competitive advantage but can also catch up with the absence or the other defects. In the current competitive environment in which the successive change and continuous innovation is the main feature is the only organization in the won of Strategic human resource to understand and HR skilled knowledge-based, competent, and powerful elite.

Talent management is a term that was first Mackenzie & Partners in 1990 as a war on talent mentioned in article. So it's a lot of talent management is considered an important factor affecting the success of an organization that can identify, develop and attract talented employees, to the cause competitive advantage.

According (2005) Talent management is a strategic management of the flow of talent available within the organization and its purpose is to be a source of talent for matching the right people with the jobs on the basis of strategic goal of a business to be established. In the opinion of Showyer contains all MPG talent management processes and technology, human resources, which usually includes: sourcing, selection, deployment, maintenance, expansion and modernization talented workforce analysis and planning, and the combination of different elements with each other.

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Organizational and individual effectiveness of a single concept, but a very complex issue, which includes the User Preferences and expectations are different Organizational effectiveness is an organization, the successful realization of their mission through organizational strategies, evaluate their case.

In simpler terms, usually in the form of organizational effectiveness or degree in which an organization to achieve its goals Goals should indicate the reason for being, what it is trying to achieve. Goals outlining the desired future state of the organization has focused its efforts on, evaluation and measurement of the effectiveness of the words the degree or extent to which the organization will achieve the desired objectives [2].

Morteza Motahari's commitment to adhere to the principles agreed upon certain sense knows that man thinks and says about them (the person is committed to adhere to the covenant for the objectives of the effort.) Commitment to counter the tendency of people to share their energy and loyalty to the social system knows. Salankyk commitment is to link the individual to individual factors and the measures he considers the time commitment that the facts found and actions to the behavior of feel the responsibilities and dependence. [1] Mudi *et al.* Commitment to act beyond the duties of the Regulation refers view. Tools practical commitment to doing things is essential, especially in key positions and sensitive, it is of utmost importance. Cook and Wall's three concepts of loyalty, a sense of identity and identification and ready for the commitment they have made [6].

## 2. *The importance and necessity of research:*

Most organizations today due to reasons such as reducing the available talent, a lot of problems for the maintenance of outstanding talents, high turnover of personnel and human resource strategies, with the talent crisis facing Recent research has shown that all of its 40 global companies are faced with the problem of lack of talent management strategy that resulted in the lack of posts strategy are particularly prone to fill out the company's ability an organization that is for the growth of significantly restrict Overall talent management is important for two reasons: First, the implementation of effective talent management strategy will be successful talent acquisition and retention, and second, that these employees for key positions in the future to select are

Talent They are very rare, valuable and important and growing retirement and withdrawal of forces capable and experienced in the workplace, emerging skills needed to achieve the desired future and rapid changes of life in the importance adds talent management in community management system is so important is that between the years of (2004 to 2005) during regular texts of the literature available on the Internet has reached 2.75 million bits to 8 million bits, no study different approaches to talent management in different countries, to achieve a complete understanding of the components of talent management is not possible. The authors suggest that past experience at various points of talent in the decision-making in comprehensive and age is no point at all levels of skill and ability of the brain and has been done. The major decisions and studies are only the income or the point of view of a wide range of talents and communication with other parts of the spectrum. However, the collection of interconnected chains act, regardless of the approach and components of the system overall and comprehensive decision support at all levels will be possible.

Raising ability and talent management are an integral part of the strategy and prospects of today's leading organizations. In today's world of business, management, human resources development, not only the cost, but in line with business organizations, for profit and reduce costs by taking advantage of the approach to talent management, employee diversity and diversity training, to create added value for their investment.

Only a world-famous talent management processes used in the old human resources, but also represents a significant transformation in human resource management principles and a new method for process integration and management of human resources.

## 3. *Theoretical framework:*

### 3.1 *The concept of talent management:*

Management talent the only one reputation world to the working gone in the processes old resources human not rather isrepresents one change Fig. Attention in the principles management resources human and the method NEW in the integrated building processes and the system the management resources human.

Word management talent first load time offering was that researchers group Mc Keynesian Found that the best proceedings that companies to the performance top delivered management talents.

Group others of the researchers claim have that better ismanagement talent to the as collection of the threads in the view from not but to the as some view and Attitude mental to it viewed.

The perspective is one view management talent on the belief is that individuals with the talent role axial to success organization play them. One definitionis by the guy and the offering.

According to Dutagupet Strategic talent management is to manage the flow of talent available within the organization and its purpose is to be a source of talent for matching the right people with the appropriate the purpose of strategic Career business create.

The idea Showyer included all talent management processes, human resources and technology axes, which usually includes: sourcing, selection, deployment, maintenance and development and modernization talented

workforce analysis and planning by combining different elements together a. In other words, what is the attraction of talent management, workforce development and management process occurs, it can be used more effectively for talent, because Major role in the success of the idea talented people play.

### *3-2 of effectiveness:*

Generally, in an organization, not easy to measure the effectiveness of indicators and methods for measuring the size and number Measuring organizational performance is presented.

To the Indeed, inner satisfaction, happiness and encouragement, productive workers in the efficiency and effectiveness of the organization and conduct of the highest interest Productivity are effective. (Mc Master, 1996)

Peter Dracker Organizational effectiveness to do the job properly and he says it is the key to success. Robins Define organizational effectiveness as well as equipment and facilities) process (and, according to the results.

No simple scale for measuring organizational effectiveness is easy and guaranteed.

Effectiveness refers to the degree or extent to which the organization is to achieve the desired objectives and organizational effectiveness suggests that the extent to which the organization has its mission is to achieve the desired aims and

### *3.3 Organizational Commitment:*

Allport (1935) in a paper that was reviewed research on attitudes may be stated that the concept of distinctive and essential concept in social psychology is contemporary. The idea is that the institutional environment of personal attitudes, personality, motivation, and other processes linked to him. Attitudes are willing or prepared for responding to Favorable or unfavorable manner. These emotions are learned and evaluation of people, objects and concepts in the world of the surroundings. Attitudes are so close in structure to the fundamental values of our mental space more related to the themes reflect our beliefs and if other factors such as social norms to be assessed carefully considered as they can before Forecast a strong foundation for our knowledge of the behavior and interaction with others and the world.

Many studies have been based on the theory that, between job attitudes variables, there is a significant relationship Youfaldo Miuchinski concluded that the relationship between job satisfaction and job performance is significant. Results research a positive relationship between job attitudes and work behaviors shown have caused Industrial and organizational Psychology has the ability to search for variables that influence job attitudes. They added that with obtain these results it might be Theories and models of job attitudes based on an exchange or in their evolution to carry out.

In addition, these findings can be Desirable in order to make recommendations to human job attitudes and behavior, thus improving the work and remove retirement behavior were used

### *4 - Hypothesis:*

- 1- There is a significant relationship between talent management and organizational commitment.
- 2- Significant relationship between talent management and organizational effectiveness there.
- 3- There is a significant relationship between talent and commitment.
- 4 The alignment, talent retention, and there is a significant relationship between organizational commitment.
- 5 There is a significant relationship between organizational commitment and talent development.
- 6 Significant relationships between talent and organizational effectiveness
- 7 The alignment, there is a significant correlation between retention and organizational effectiveness.
- 8 The development of talent and organizational effectiveness there is a significant relationship.

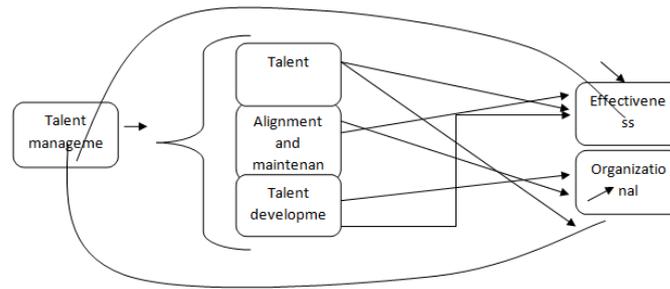
### *5. Conceptual Model:*

The independent variables in this study are: talent management talent with three dimensions, alignment and retention of talent and talent development.

Dependent variables include organizational commitment and organizational effectiveness.

### *6. Methods Research:*

Researcher then of the preparation and the regulation topic research it should in the thought selection method research appropriate goal selecting method research this is that to be determined. For checking thematic specific what the method research it is necessary and the scholar what the method and the fashion to adoption slow up to each what the closer And the faster to the question or referees research view hand finds.



The goal of the research application is development applications the results by coming of the research fundamental and the as well practical knowledge in the one background specific with to place.

Research descriptive consists of "collection methods are that their goal description the Conditions or phenomena case checks". Implementation research descriptive can only to recognize most of conditions available or helping to give to the process decision. Research descriptive to power five category survey issolidarity, action scholarships is check case research Ali - compared with division closed.

Given that the researcher wants to study the relationship between talent management and organizational commitment variables and therefore the effectiveness of the method used is descriptive of the target application.

In this chapter, the data obtained from the survey respondents software spss and confirm or reject hypotheses were tested.

### 7. The method of data analysis:

#### 7.1 Evaluation of hypotheses:

First hypothesis: Is there a significant relationship between talent management and organizational commitment?

Pearson correlation test results for the first hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Talent management	Organizational Commitment
Pearson's correlation coefficient	0.671
Significant level.	0.002
Count	200

To investigate the hypothesis tests, regression and correlation analysis was used. According to this test, it was concluded that there was a relationship between talent management and organizational commitment and a significant relationship was generally positive.

The conclusion was made according to regression variables have a significant impact on talent management, organizational commitment is variable and it should be noted that the impact has been positive.

#### 7-2: Is the relationship between talent management and organizational effectiveness is significant:

Pearson correlation test results for the second hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Talent management	Organizational Effectiveness
Pearson's correlation coefficient	0.327
Significant level.	0.004
Count	200

To investigate the hypothesis tests, regression and correlation analysis was used. According to this test, it was concluded that there was a relationship between talent management and organizational effectiveness and the significant and positive relationship.

The conclusion was made according to the regression variable impact on talent management, organizational effectiveness is variable and it should be noted that the impact has been positive.

#### 7.3: Is there a significant relationship between talent and organizational commitment?

Pearson correlation test results for the third hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Talent	Organizational Commitment
Pearson's correlation coefficient	0.778
Significant level.	0.000
Count	200

For the third research hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that there was a relationship between talent and commitment and a positive and significant relationship.

The conclusion was made according to the variable regression talent significant impact on organizational commitment is variable and it should be noted that the impact has been positive.

7-4: Is the alignment, talent retention, and there is a significant relationship between organizational commitment?

Pearson correlation test results for the fourth hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Align and retain talent	Organizational Commitment
Pearson's correlation coefficient	.855
Significant level.	0.000
Count	200

To assess the fourth hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that the relationship between alignment and retention of talent and organizational commitment was there and the relationship to a positive and significant.

The conclusion was made according to the variable regression align and retain talent significant impact on organizational commitment is variable and it is worth mentioning that this effect has been positive.

7-5: Is there a significant relationship between organizational commitment and talent development?

The results of the Pearson correlation test for the hypothesized five.

The simple correlation coefficient bilateral (two-tail)	
Talent development	Organizational Commitment
Pearson's correlation coefficient	0.829
Significant level.	0.000
Count	200

To investigate the fifth hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that there was a relationship between organizational commitment and talent development and the relationship to be positive and significant.

The conclusion was made according to the variable regression talent development and has a significant impact on organizational commitment variable should be noted that this impact has been positive.

7-6: *Is the talent and organizational effectiveness there is a significant relationship:*

The results of the Pearson correlation test for sixth hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Talent	Organizational Effectiveness
Pearson's correlation coefficient	0.901
Significant level.	0.000
Count	200

To check the sixth hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that there was a relationship between talent and organizational effectiveness, and this relationship was significantly and positively.

The conclusion was made according to the regression talent variable impact on organizational effectiveness is variable and it should be noted that the impact has been positive.

7-7: Is the alignment and retention of talent and organizational effectiveness there is a significant relationship:

The results of the Pearson correlation test for the hypothesis.

The simple correlation coefficient bilateral (two-tail)	
Align and retain talent	Organizational Effectiveness
Pearson's correlation coefficient	0.877
Significant level.	0.000
Count	200

To check the seventh hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that the relationship between alignment and retention of talent and organizational effectiveness, and this relationship was found to be positive and significant.

The conclusion was made according to the regression align and retain talent variable impact on organizational effectiveness is variable and it should be noted that this impact has been positive.

*7-8: Is the talent development and organizational effectiveness there is a significant relationship:*

Pearson correlation test results for Hypothesis VIII.

The simple correlation coefficient bilateral (two-tail)	
Talent development	Organizational Effectiveness
Pearson's correlation coefficient	0.877
Significant level.	0.000
Count	200

To investigate the eighth hypothesis tests, regression analysis and Pearson correlation was used. According to this test, it was concluded that there was a relationship between the development of talent and organizational effectiveness, and this relationship was significantly and positively.

The conclusion was made with respect to the variable of the regression potential impact on organizational effectiveness is variable and it should be noted that this effect is positive

*Limitations of the study:*

These are problems due to the specific nature original research is not excluded. Research problems in his subtitle:

- 1- The investigation solely on the education of staff Kohgiluyeh and Boyer-Ahmad is done, the results of which are organizations.
- 2- Time limit restrictions academic research.
- 3- In some departments to coordinate the administrative process was difficult and time consuming to do this research is faced.

#### 9. Recommendations for future research

This study examines the relationship between talent management, organizational effectiveness and commitment of the Department of Education and Boyer Ahmad was Kohgiluyeh. Researchers who study the same topic:

1. In this research was to test the hypothesis of correlation and regression analysis is used, it is recommended that future research will be used structural equation modeling.
2. The Research on the Education of the Kohgiluyeh and Boyer-Ahmad is done, it is suggested that future research done in other organizations with different data.

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