



## **The Impact of Talent Management on Organizational Performance: Applied Study in Jordanian Commercial Banks**

By

**Alaa Khaled Manasrah**

Supervision

**Prof. Najm A. Najm**

### **Abstract**

Talent management is one of the most important issues in the leading organizations during the last two decades. It is a key strategic element for local, national, and multinational organizations. It includes a wide range of dimensions and activities such as attracting, selecting, developing, and retaining the strategic leaders, best professionals, and high performers.

This study aims at determine the impact of talent management dimensions on the organizational performance. Four dimensions of talent management are identified, which are: aligning talent management to strategy, maintaining talent, developing talent, and finally attraction and renewal of talent. The effective use of these four dimensions is the essence of talent management to create value proposition and achieve competitive advantage in modern organizations.

The main results of this study that there is a positive impact of talent management dimensions on the three performance criteria in all six banks which represented the study sample. The

study suggests that the talent management scheme should be used for all categories of staff within the organization that have special talent in all sectors especially in Jordanian banking sector. Talent management must have a strategic value in the vision and plans of the organization, also the dimensions of talent management related to attracting, developing and maintaining talent must be given high attention from senior management.