Study of talent management status in Shaheed Professor Rabani Education University

Sardar Mohammad Saee and Seyed Yasin Qanbari

Abstract
Today, world is opulent of contest among rivals who know the advantage in the contesting process is human resource. The human resource who has unique talent is the key of improvement in competition. The aim of this research is to find out the status of talent management in Shaheed Professor Rabani Education University. This study is an applied research in method of quantitative and descriptive research. Sampling performed in accidental selecting by 175 statistical population from university’s professors and questioner is the tools to collect data. The collected data analyzed by SPSS program and it demonstrated that although attracting talent’s number is adapted with average, but overly the talent management in university is not adequate.

Keywords: Talent status, talent management, University

Introduction
Nowadays, Organizations have well realized the need of talented human resource in order to achieve success and improvement in running economical and business environment. By deep perception, it is very need to recruit, expand and keep talented human resource who need to be managed in order to achieve best performance. As it well-known, universities have the major and essential part to achieve government and higher education’s goals, so they are expected to produce knowledge and well talented human resource in order to fulfill needs of society and bring massive changes in education area. Education University is the base of growing talent. Researchers searching how the statues of talent management in university is. Assessing, acquisition, retention, development and educating talent management are the axis of this research.

Main research question
How is the statue of talent management in Shaheed Prof. Rabani Education University?

Sub-questions
- How is the talent acquisition status in university?
- How is the status of assessing and discovering talent in university?
- How is the development and education talent system in university?
- How is the status of talent retention in university?

The main research hypothesis
It seems that the status of talent management in Shaheed Prof. Rabani Education University is adequate.

Sub-hypothesis
- It seems that status of talent acquisition system in university is adequate.
- It seems that status of assessment and discovering talents in university are adequate.
- It seems that status of developing and training talent system in university is adequate.
- It seems that status of talent retention in university is adequate.

Talent and talent management term concept
Talent Management as an academic concept has been knowing in business more than 60 years, but still with ambiguity in talent management’s definition. Actually, talent management is a challenging term which has not have certain definition yet. All investigations and studies about talent management lead us to this evidence that there is no consensus on talent management definition among scientific.
Today’s organization which dynamical and competitive issues covered their environment, acquisition and retention of talents became hard. Nowadays organizations focus on hiring talented people in order to transit from industrial age to intellectual capital age. Actually it is their talented employees by who organizations compete with others and they are aware of attracting, retention, and development talented employees can improve their profits in market and make them reputable and well-known (Phillips and Roper, 2009:12).

Before going through on Talent Management, it is essential to get familiar with Talen’s definition. There is various definition of Talent. Ulreich declare that Talent is a combination of competency, commitment and contribution. The word talent is of Latin origin Talanton means to scale, balance and sum, so Talentum means virtual intelligence. English language grab it from French language and from 15 century on, it has gotten its contemporary concept. It includes talent, merit, ability and performing, talented man (who has the ability to perform matters of jobs well) (Aito, 1386: 1182; Haqshenas [1]).

Talent Management
Talent Management terminology produced at end of 90 decades when a group of Kenzy researchers found out that best strategies which lead organizations to high efficiency is managing Talents (Michaels et al., 2001: 20)

An observe on Literature review states different definitions of Talent Management explained talent management as collection of personal abilities include of skills, knowledge, experience, intelligence, judgment, opinion, characteristic which all lead employee toward learning and improvement (mickelz, henfild jonez and axelrod, 2001) .

Actually, talent management is capability and inherent ability for executing of specific skills or performance in particular situation. Opportunity is a talent to appear and display ability which needs another opportunity. Talent management in education refers to identifying and employing effective teachers and administrators for all schools and classrooms and equipping them with the educational and leadership skills needed to obtain students wide improvement.

In a fairly certain definition which is the base of this research, talent includes maturity prominence commonly clalled competence (knowledge, skills and ability). It leads the employee to be in top ten of people who work in the same field (Gangne, 2007:95)

Talent Management: Talent Management is a cycle of connected activities to absorb assurance, retention, motivation, and development of needed and talented employees in the present and future time by organization. In this study, talent management consists of (attracting talents, evaluation, talent discovery, develop and train talents, and retention talents dimensions.

Attracting talent: the first step of talent management process is to recognize talented people inside an organization and recruit capable people outside of the organization. Employees possess various personal and occupational exclusivity in organizations, and it is talent management’s obligation to recognize the talent, capacity, and even blind spots of employees, and manage them.

Assessing and Discovering Talent: The process of assessing and discovering talent is selecting people from a source of qualified candidates who can do the job best.
state that used questionnaire has high reliance and reliability.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Questions</th>
<th>Cronbach’s alpha coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Questions</td>
<td>19</td>
<td>0.873</td>
</tr>
</tbody>
</table>

### Research findings

Following tables are research variables which after arranging of collected data, they were entered in SPSS program. Following tables presents results.

#### Attracting Talent System in University

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attracting talent system in university</td>
<td>175</td>
<td>1.60</td>
<td>4.80</td>
<td>3.5360</td>
<td>.70337</td>
</tr>
</tbody>
</table>

The above table shows the quantity, mean, standard deviation, variance, minimum and maximum in the hypothesis. As regards the mean in this hypothesis is (3.5360) and more than the total mean (3), it is approved and shows that the Attracting Talent System in university is adequate.

#### Assessment and Discovering Talents in University

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>assessment and discovering talents in university</td>
<td>175</td>
<td>1.20</td>
<td>4.00</td>
<td>2.6731</td>
<td>.75302</td>
</tr>
</tbody>
</table>

The above table shows the quantity, mean, standard deviation, variance, minimum and maximum in the hypothesis. As regards the mean in this hypothesis is (2.6731) and less than the total mean (3), it is rejected and shows that the assessment and discovering talents in university is not adequate.

#### Developing and Training Talent System in University

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>developing and training talent system in university</td>
<td>175</td>
<td>1.67</td>
<td>4.00</td>
<td>2.9038</td>
<td>.61390</td>
</tr>
</tbody>
</table>

The above table shows the quantity, mean, standard deviation, variance, minimum and maximum in the hypothesis. As regards the mean in this hypothesis is (2.9038) and less than the total mean (3), it is rejected and shows that the developing and training talent system in university is not adequate.

#### Talent Retention in University

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>talent retention in university</td>
<td>175</td>
<td>1.00</td>
<td>4.67</td>
<td>2.8610</td>
<td>.86087</td>
</tr>
</tbody>
</table>

The above table shows the quantity, mean, standard deviation, variance, minimum and maximum in the hypothesis. As regards the mean in this hypothesis is (2.8610) and less than the total mean (3), it is rejected and shows that talent retention in university is not adequate.

#### Talent Management in Shaheed Prof. Rabani Education University

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talent Management</td>
<td>175</td>
<td>1.60</td>
<td>4.04</td>
<td>2.9935</td>
<td>.58011</td>
</tr>
</tbody>
</table>

The above table shows the quantity, mean, standard deviation, variance, minimum and maximum in the hypothesis. As regards the mean in this hypothesis is (2.9935) and less than the total mean (3), it is rejected and shows that Talent Management in University is not adequate, although we achieved adequate mean number in attracting talent system.

As regard of achieved result, we suggest that university leadership board have to focus on need of assessing, developing and retention of university staff members, because progress or lack of progress depends on talented academic staff.

### References

1. Aito Jan. Farhang Aingyisi Shanasi Tahran, Ma’an, Publication no and Sh 138.
6. Muhammad, Taj al-Din. The extent of the readiness of Der Farend is expanded by human sources, Mahanmah Tadar, Shamra 202, Sal Bastam, 1388.

