

# The Relationship Between Talent Management, Job Satisfaction and Job Performance

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The most important challenge in today's business is not just a matter of technology. It is about gaining the efficient and intelligent manpower and talented human. Therefore, human capital is the most valuable assets of any organization. Abilities and qualifications of potential employees and administer them to improve job satisfaction and organizational performance is a critical task managers.

Companies all over the world have realized the importance of recruiting the talented and gifted employee. Talents have become one of the major factors that companies can get their desired goals and objectives. The talent management approach with all its elements from recruiting, selecting, engaging, developing and training. At the end of the selection process it is all about finding the right person in the right place. This allows the organization to depend on its crew to achieve the desired goals. Talent management strategy could have its own ways to deliver job satisfaction among the staff. Employees would I have the opportunity to express their satisfaction through getting the job done with full power and a much greater believe.

Industries are facing many challenges in human performance, which affect the organization strategy, productivity, quality of work and profits. Due to global competition, companies focus on retaining the talent human resources and loyalty to the organization is not an easy issue to deal with. On the other hand, job satisfaction factors can affect labor market behavior, and influence work productivity, work effort, employee absenteeism, and staff turnover. Job satisfaction levels have impact on a wide range of workers' attitudes towards their jobs.

Nowadays, talent management is not considered as a new concept implemented and developed in organizations. It plays an essential role in the success or failure of any firm. Organizations depend more and more on their human resources; so employees must feel committed to their organization. They must exceed the expectations to help their firms succeed.

It is logical that employees will feel responsible to achieve organization goals, when he/she is satisfied. Hence, the management should focus on their labor and motivate them to avoid reduction in productivity and time overruns. People who have positive feelings toward their job are linked to overall satisfaction, high level of productivity, and reduces employees' turnover. By identifying the main factors that have influence on employee's productivity, organizations will manage their work force in an appropriate way to increase their profitability.

Talent management as a new implemented approach in Japan was established for key roles, to be used as templates through the hiring procedure, describing job experiences, and the right abilities that makes the employee a successful person in his/ her specific role.

Employee productivity tripled as the companies moved to a participatory culture and the talent upgrade proceeded. On the other hand, the sales growth and the revenues rose more than 200 percent, while operating income more than tripled.

Talent management is all about five key elements which determine the actions associated with like: attracting, selecting, engaging, training and developing, and retaining, which are toned by the companies' values and competencies.

Attracting the right candidates to fill a specific job is far greater than attracting a large number of candidates that demands a huge recruiting resource to handle and process hundreds of applicants. As for the selection element, behavioral interviews, personality assessment, and job knowledge tests are valuable selection methods.





**E**ngaging employees in the work is not just achieving satisfaction, it is about holding employees responsible, stimulate their desire of making the company a much more successful place, and create an emotional link between the employee and the company's vision a mission. Developing talent is valuable at any level or position, it is an opportunity to develop and advance careers. In retaining talent, jobs can be determined to when they are vacant and what competencies that are needed in the requested employees to fill that position.

**M**ost companies started to realize that employees are the brain itself, there relation with customers can and will affect the company's image and therefore its performance.

**H**uman relations, motivation, working environment, and supervision are the most influencing factors in job satisfaction. Moreover, employees' jobs satisfaction may have no direct impact on individual job performance, which is why the management should focus on these four factors to make their employees feel positive towards their jobs. Human behaviors and attitudes are the key issues of job satisfaction and job performance.

"Employees are an important asset for the organization", so companies should investigate more to find the employees' needs and meet them to make them satisfied. The more satisfied the employee is, the more motivated he will be towards his/her job. Once satisfied, the employee's performance will increase.