

# 31<sup>st</sup> Asia Pacific Nursing Care Congress

February 17-18, 2022 | Webinar

## Talent management is the future challenge for healthcare managers for Organizational success

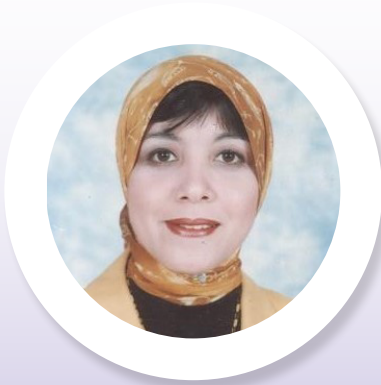
**Background:** Talent management is an ongoing, proactive activity it is about attracting, identifying, recruiting, developing, motivating, promoting and retaining people that has a strong potential to succeed within an organization. In a competitive marketplace, talent management is a primary driver for organizational success.

**Aim:** to explore the association between talent management elements and organizational success.

**Method:** It was a quasi – experimental study. The study was conducted in three hospitals (Ain Shams Specialized hospital, El-Nasr and el-Salam Hospitals). The study subjects consisted of three levels of nurse managers. Data was collected by using three questionnaires (nurse managers' knowledge about talent management, talent management elements and organizational success).

**Results:** There was a high significant different ( $p < 0.001$ ) between nurse managers' knowledge about talent management before and after awareness sessions. Also the different was high significant between the three of the studied hospitals concerning results of talent management elements.

**Conclusion:** There was strong positive ( $r = 0.89^*$ ) correlation among the talent management elements and organizational success scores.



**Eman Salman Taie**

Helwan University, Egypt

### Biography

Professor Eman Salman Taie is professor of Nursing Administration – Faculty of Nursing – Helwan University – Cairo – Egypt. She is International Certified Trainer & Human Resource Development Consultant in International Board for Certified Trainer (IBCT). She has more than 20 international published researches & three international published books. She is reviewer & member in the editorial board in many of the international journals.

dr\_emys@hotmail.com