

The relationship between talent management and Human Resource Productivity, with regard to mediation Organizational agility of education staff

Somayeh Mezginezhad⁴, Hadi pourshafei⁵, Zahra Boshadi⁶

Abstract

One of the requirements of modern organizations is human resource productivity, which can be expanded in the light of talent management and organizational agility. Understanding this issue, the present study aimed to investigate the relationship between talent management and human resource productivity, with regard to mediation Organizational agility of South Khorasan education staff. The present research is a correlation type that is conducted by a survey method and is applied in terms of purpose. The statistical population of all employees of the General Office of Education in South Khorasan was 260 people. Based on Morgan's table, 150 people were selected by random sampling. The research tool was the Human Resources Productivity Questionnaire of Hersey and Goldsmith, Organizational agility Sharifi and Zhang and talent management Ahmadi and et al. The validity of this questionnaire was confirmed by the professors and its reliability was calculated to be 0.96, 0.96 and 0.97, using Cronbach's alpha coefficient for each questionnaire. Data were analyzed using the statistical software SPSS²⁴ and Lisrel^{8.8} and the statistical tests of multivariate synchronous regression and Structural Equation Modeling. The results showed that talent management variable was both direct and indirect and through organizational agility variable predicting human resource productivity. The z-test of Sobel, i.e., the relative indirect test of the indirect route versus the direct talent management model and the manpower productivity, were significant at $z = 2.05$ and $p = 0.04$ indicating the agility of organizational agility.

Keywords: Organizational Agility, Talent Management, Human Resource Productivity

⁴. PhD Student, Educational Administration, Shiraz University, Email: s.mezginejad@gmail.com

⁵. Associate Prof, Educational Administration, Faculty of Educational Sciences and Psychology, University of Birjand; Email: hpourshafei@birjand.ac.ir

⁶. MA, Public Administration of Design in Governmental Organizations, Faculty of Humanities, Islamic Azad University, Birjand Branch; email: boshadi.z@gmail.com