The Place and Role of Talent Management in the Positive Organizational Potential: An Empirical Study of Companies Operating in Poland

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EXECUTIVE SUMMARY

Talent management has an essential value in the process of building competitive advantage of contemporary enterprises. The significance of this process results from the fact that it is relevant to the key resource of every enterprise, namely its best employees, who are a basis for the creation and development of organizational knowledge. The process of talent management has become a fundamental part of a relatively new management concept called Positive Organizational Potential (POP). The article presents research results collected from the sample of 104 enterprises operating in Poland, which concern the influence of talent management on POP elements, such as culture and climate of organization as well as employees’ behavior.

Keywords: Talent management, Competitive advantage, Positive organizational potential