

PHILOSOPHY OF TALENT MANAGEMENT AND ITS TOOLS AND THEIR IMPLEMENTATION IN THE SLOVAK REPUBLIC

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Abstract

Nowadays the knowledge of employees and managers is becoming a decisive factor, which organisations have to consider and develop tools and systems for the building, integrating, and developing of this significant power. The authors render theoretical characteristics of talent management and describe human resources development in real-life conditions in selected employer entities. In the context of managing the employee performance, talent management is understood as a set of activities, tools and processes, leading to identification, motivation, stabilisation, and development of an organisation's talents, which enable to fully utilise employees' potential in the performance of its role in accordance with future needs and development trends. The aim of the paper is to identify the methods and activities used in the developing a highly efficient and talent-based organisation. The paper contains four chapters (Key employees of an enterprise, support to talents and development of their career; Career management and tools of talent management; Methods of research and description of research sample; and Key employees and development of their careers in enterprise) and four tables, in which authors present results of research carried out in Slovak employer entities. The paper is a partial result of the authors' output from the research project (currently in the third stage) KEGA 006EU-4/2013 – "Methods and principles applied in the preparation of structure and content of subject disciplines supporting the development of economics knowledge and business skills in students of non-economic Master's study programmes"

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