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**Sustainable Talent Management
in the Context of Modern Human
Resource Management**

**RAM-Verlag
2025**

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Sustainable Talent Management in the Context of Modern Human Resource Management

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ISBN 978-3-96595-049-8

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INTRODUCTION

In today's dynamic organizational environment, talent has become one of the most valuable resources that determines competitiveness, innovation and long-term sustainability. While traditional approaches to human resource management emphasized performance and efficiency, modern theories of talent management shift attention to the identification, development and retention of exceptional individuals - the so-called talents.

This monograph deals with the theoretical foundations of talent and talent management, drawing on both classical and contemporary concepts. It also reflects the findings of consulting firms that have significantly contributed to the development of sophisticated systems of job evaluation and strategic talent management.

Talent is increasingly seen as a strategic factor affecting the performance, innovation potential and long-term sustainability of organizations. While traditional approaches to human resource management focused primarily on operational aspects, modern concepts of talent management reflect the need to systematically identify, develop and retain exceptional individuals who possess the competencies necessary to achieve organizational goals.

The aim of this monograph is to create a solid theoretical framework that will enable a deeper understanding of the importance of talent in the context of sustainable organizational development and at the same time provide a basis for the application of talent management in practice in the form of a proposed integrated model of sustainable talent management.