



The Effect of Talent Management on Strategic Innovation through Positive Acceptance of Change and Safe Relationships (Case Study: General Department of Sports and Youth of Fars Province)

Poster Presentation

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Abstract

Introduction: The present study sought to investigate the effect of talent management on strategic innovation through positive acceptance of change and secure relationships (Case study: General Department of Sports and Youth of Fars Province).

Methods: This research was applied in terms of purpose and descriptive-correlation in terms of method and was conducted in a survey. The statistical population of this study was 150 employees, which due to the small number of statistical population, the sample was considered equal to the population. The Measurement tools of this research include Ahmadi et al Talent Management Questionnaire (2012), Conner and Davidson Positive Acceptance of Change and Safe Relationships (2003) and Eskandarzadeh Strategic Innovation (2014). For validity of the questionnaires, the opinions of 10 professors of sports management were used and for calculating the reliability, Cronbach's alpha method was used. To analyze the data, structural equation modeling and Smart PLS software were used in two parts: measurement model and structural part.

Results: The results showed that talent management has a positive and significant effect on positive acceptance of change and safe relationships. Also, the effect of positive acceptance of change and safe relationships on strategic innovation was positive and significant. The effect of talent management on strategic innovation was also positive and significant. Finally, the effect of talent management on strategic innovation through positive acceptance of change and safe relationships in the General Directorate of Sports and Youth of Fars Province was positive and significant.

Conclusion: Strengthening talent management by the managers of the General Directorate of Sports and Youth of Fars Province, leads to increased acceptance of change and secure relationships among employees, and the flourishing of innovation improves the strategic process in the behavior of the organization.

Keywords

Talent Management, Strategic Innovation, Positive Acceptance of Change and Safe Relationships

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