



## The Effect of Talent Management Mediated by Organizational Resilience on Innovative Behavior (Case Study: General Department of Sports and Youth of Fars Province)

### Poster Presentation

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### Abstract

**Introduction:** The present study investigates the effect of talent management on innovative behavior mediated by organizational resilience in the General Directorate 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 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 Organizational Resilience (2003), and Eskandarzadeh Innovative Behavior (2014). For the validity of the questionnaires, the opinions of 10 sports management professors 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 positively and significantly affects organizational resilience in the General Directorate of Sports and Youth of Fars Province. Also, the effect of organizational resilience on innovative behavior in the General Directorate of Sports and Youth of Fars Province was positive and significant. The impact of talent management on innovative behavior was also positive and significant. Finally, the effect of talent management on innovative behavior mediated by organizational resilience in the General Directorate of Sports and Youth of Fars Province was positive and significant.

**Conclusion:** Strengthening and growing talent management by the managers of the General Directorate of Sports and Youth of Fars Province will lead to increased staff innovation. If innovation flourishes, the organizational performance process will also improve.

### Keywords

Talent Management; Organizational Resilience; Innovative Behavior

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