Abstract

The main purpose of this study was to examine the effect of talent management on competitive advantage. The study also aimed at analyzing the role of knowledge integration, as a moderator, in the correlation between talent management and competitive advantage. Data was collected through questionnaires from a sample of 235 employees working in top 10 firms in Jordan. Descriptive statistics, correlations and hierarchical regression analyses were used to test the hypotheses. Findings showed that competitive advantage was significantly related to talent management and also to knowledge integration. Furthermore, the study revealed that knowledge integration was a significant moderator in the correlation between the talent management and competitive advantage.

References

- Tariq, I., Schuler, R. S., (2010), Global talent management: Literature review, integrative framework, and suggestions for further research, Journal of World Business 45: 122–133.


**Index Terms**

Computer Science

Information Sciences
Keywords
Strategic Planning  Human Resource Management  Competitive advantage
Knowledge integration