



Developing a Model through Talent Management for Agricultural Higher Education System in Iran: A Grounded Theory Study

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A cursory review of the recent talent management literature reveals a degree of debate as to the conceptual boundaries of the new topic. Despite a significant degree of academic and practitioner interest the topic of talent management remains underdeveloped and according to experts, isn't a single consistent or concise definition of talent management. However, just a definition, conception and talents typology will not lead to optimal talent management; rather this requires the application of a comprehensive model in this regard. Obviously that universities and educational centers are considered as key elements for fostering human resources in any community and somehow will generating the intellectual capital of future generations. Hence, the main purpose of this paper is developing a comprehensive model of talent management and consistent with the agricultural higher education system in Iran. In this qualitative research with grounded theory method, the indexes of talent management for agricultural higher education system have been identified and after the encoded using MAXQDA software have been analyzed. The analytical results showed that talent management model has three general themes include prerequisite, process cycle, and the impacts of talent management for agricultural higher education system that each of themes consists of categories and indicators. Thus, the results of the present study provide a clear definition and clarify the conceptual boundaries of talent management for future research that would be useful in the area of measurement and the application of talent management model.

Key Words: Talent management, Agricultural higher education, Grounded theory, Qualitative study.