

Abstract

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TALENT MANAGEMENT PRACTICES EFFECT ON EMPLOYEE ENGAGEMENT Applied in logistics sector in Egypt

Talent is scarce, resulting in a tight labor market, hence it has numerous choices, especially in knowledge based and service driven organizations. The fundamental purpose of this study was to develop a practical as well as theoretically sound model, illustrating a link between a firm's Talent Management and Employee Engagement. In addition to evaluate nine critical success factors of Talent Management that are known to attribute to employee engagement they were developed based on the pre-existing literature and to develop a conceptual model to measure the direct effects of Talent Management practices on General Employee Engagement in Logistics Companies in Egypt. The study is carried out through administering a questionnaire to 269 out of 500 employees working in one of Multinational Logistics Companies in Egypt. The Sample includes different employee groups classified based on Division, Department, Position title, Experience in Current Company, age and gender. A selfadministered questionnaire consists of 67 Questions was used to collect the necessary data. To test validity and reliability of the measurement scales, factor analyses were conducted. Results indicate that seven of the nine critical success factors were statistically significant after intervention in measuring employee engagement. Which opened up new questions to be explored by future research that should elaborate on the indicators of an organization's performance that do not have direct effects. Such as Indicators of Productivity, Quality Service, Customer Satisfaction, Company ROI should be investigated