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The Impact of Talent Management on Job Performance, the Role Job Competencies (An Applied Study on the National Bank of Egypt)

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ABSTRACT

The current study aimed at evaluating the impact of talent management on job performance, as well as measuring the moderating effect of using job competencies, by conducting a field study on employees in leadership and supervisory positions in the branches of the National Egyptian Bank (NBE) in the Arab Republic of Egypt.

By analyzing the questionnaire data that was obtained from 539 employees of the National Egyptian Bank and its branches nationwide, who hold supervisory and leadership positions. The SPSS and AMOS26 programs were used to analyze the obtained data, which is one of the famous statistical programs. Through this program, a descriptive analysis of the demographic characteristics of the sample was obtained, in addition to testing the study hypotheses, as the following results were reached:

- Talent management practices are applied in the institution under study to a high degree, and the highest axes were talent acquisition, followed by talent development and then talent retention.

- With regard to the variable of employee performance, the highest axes were the response to commitment wages, followed by the quality of performance and then discipline

- With regard to the variable of competences, the highest axes were the response of the technical competencies, followed by the bundles of the leadership and behavioral competencies

By presenting the results of the study hypothesis tests, the following can be concluded:

- There is a statistically significant effect of talent management practices and the job performance of employees. It was also found that the most influential practices are the focus of talent development. We find that this result is consistent with the study of each of; Saima et al., 2018) Rania, 2020; Nhan et al., 2020

Functional competence modifies the impact of talent management on the job performance of employees, and the most important dimension is the effect of the technical competence rate, followed by leadership competence.

Keywords: talent management, job competencies, job performance