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The Impact of Talent Leadership on Attracting and Retaining high-value Professors at Historically Disadvantaged Higher Education Institutions in South Africa

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Abstract

In today's world, talent leadership is widely regarded as a critical component of organisational strategy success. However, while human capital and talent decisions are highly valued in higher education institutions, there still needs to be a more accurate understanding of the impact of talent leadership on the performance of South African higher education institutions. Historically disadvantaged higher education institutions need help attracting and retaining quality academic staff at the professorial level. This study aimed to investigate the impact of talent leadership on attracting and retaining high-value professors at historically disadvantaged higher education institutions in South Africa. A qualitative approach was used, with 20 face-to-face interviews with academic leaders from five historically disadvantaged higher education institutions (HDIs) and document analysis. The findings revealed five themes regarding the impact of talent leadership at historically disadvantaged higher education institutions: empowerment, motivation, engagement, commitment, and competence among professoriate staff at the university. This study demonstrates the significance of talent leadership in providing the professoriate with a sense of belonging, respect, personal growth, and development, all of which are necessary for attracting and retaining high-value professors.

Keywords: Talent, leadership, talent leadership, historically disadvantaged institutions, professors