

## Special Issue

# Rethinking Talent Management for Sustainable Organizations

### Message from the Guest Editor

As technologies continue to transform the workplace, more human resource (HR) functions are outsourced to vendors. Talent acquisition, once done in-house, is now the largest HR function outsourced to vendors in terms of business revenue at USD 751 billion (Cappelli & Schwartz, 2024). According to the Society for Human Resource Management's *Talent Access Benchmarking* report, 77% of job vacancies were filled externally in 2021 (Society for Human Resource Management, 2022). Coupled with the decline in organizations' investment in employee training and development since the COVID-19 pandemic, talent management has become increasingly difficult when employers outsource their talent acquisition and performance management. We invite researchers to join us in publishing research examining talent from multiple stakeholder's perspectives, utilizing diverse arrays of research methods. We welcome studies that are interdisciplinary on improving our knowledge and theories of talent management, as well as its construct measurement, to contribute to sustainable human resource management. **Abstract Submission Deadline: 30 September 2025**

### Guest Editor

Prof. Dr. Nhung T. Hendy  
Department of Management, Towson University, Towson, MD 21252,  
USA

### Deadline for manuscript submissions

31 December 2026



## Administrative Sciences

an Open Access Journal  
by MDPI

Impact Factor 3.1  
CiteScore 5.6



[mdpi.com/si/230152](https://mdpi.com/si/230152)

*Administrative Sciences*  
Editorial Office  
MDPI, Grosspeteranlage 5  
4052 Basel, Switzerland  
Tel: +41 61 683 77 34  
[admsci@mdpi.com](mailto:admsci@mdpi.com)

[mdpi.com/journal/](https://mdpi.com/journal/)

[admsci](https://admsci)





## Administrative Sciences

---

an Open Access Journal  
by MDPI

---

Impact Factor 3.1  
CiteScore 5.6



[mdpi.com/journal/  
admsci](https://mdpi.com/journal/admsci)



## About the Journal

### Message from the Editor-in-Chief

Welcome to *Administrative Sciences*, the journal aims to advance and communicate knowledge concerning management theory and practice both in public administration and in profit organizations; it encourages submissions that build on interdisciplinary research in related fields, such as business, economics, political science, gender studies, psychology, sociology, physiology, communication theory or artificial intelligence and their implications on management, organizations and the society. Join us on a journey through the *Administrative Sciences*, where management merges with innovation.

---

### Editor-in-Chief

Prof. Dr. Isabel-María García-Sánchez

Department of Business Administration and Economics, Universidad de Salamanca, 37007 Salamanca, Spain

---

### Author Benefits

#### Open Access:

free for readers, with article processing charges (APC) paid by authors or their institutions.

#### High Visibility:

indexed within Scopus, ESCI (Web of Science), RePEc, EconBiz, and other databases.

#### Journal Rank:

JCR - Q2 (Management) / CiteScore - Q2 (General Business, Management and Accounting)