

## Special Issue

# Talent Management – a Paradigm Shift in Human Resources Management?

### Message from the Guest Editors

We are pleased to invite you to submit research studies and review papers about talent management (TM), related (but not limited) to the following questions:

- How do organizations maintain a balance (or preference) between the talents they need and the talent employees have? How can talent be managed at the organizational level?
- What are the pre-, peri-, and post-pandemic challenges and opportunities in managing the work-life balance related to the better manifestation of people talents? How can talent be managed at the individual level?
- What is the effect of multiculturalism (diversity) on TM?
- How can TM affect and model organizational culture and behavior?
- How has the paradigm shifted in the world of TM with the advent of e-recruitment and AI technologies?
- How important are the awareness of occupational safety, health, ergonomics and sustainability in attracting and retaining high-performing employees?
- How do workplace cultures entailing toxicity, micromanagement, inflexibility, injustice, etc. affect talented workers, and what are the TM strategies for addressing such issues?

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### Guest Editors

Prof. Dr. Anca Draghici

Prof. Dr. Poh Kiat Ng

Dr. Jian Ai Yeow

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### Deadline for manuscript submissions

closed (10 October 2023)



## Merits

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## About the Journal

### Message from the Editor-in-Chief

People at work is the focus of *Merits—Journal of Human Resources*, an international, peer-reviewed open access journal. We focus on contemporary research issues related to enabling people at work to thrive. *Merits—Journal of Human Resources* recognizes the importance of investing in human performance, so includes the exploration of talent development modalities and frameworks, people analytics, and issues related to coaching and mentoring. We invite your contribution to the field.

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### Editor-in-Chief

Prof. Dr. Gabriela Topa  
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