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| Nota di contenuto       | Chapter 1. The digital disruption of everything (John Ludike) -- Chapter 2. The employee value propositions as a talent retention mechanism in the VUCA world (Dieter Veldsman) -- Chapter 3. A framework for understanding turnover intention (Gert Roodt) -- Chapter 4. Psychological factors that influence turnover intention: Are they similar across Professional and Administrative job-types? (Leon de Beer) -- Chapter 5. The influence of personal attributes on retention (Ingrid L. Potgieter) -- Chapter 6. Capitalising on employee's psychological wellbeing attributes in managing their retention (Melinde Coetzee) -- Chapter 7. The Flow@Work model as a talent retention framework for the knowledge economy (Dieter Veldsman) -- Chapter 8. Using the Job Embeddedness Theory as a Tool for Improving Employee Retention (Brooks C. Holtom) -- Chapter 9. Job Demands, Job Resources and Employee Turnover: The Mediating Effects of Flourishing at Work (Ian Rothmann) -- Chapter 10. Talent retention strategies: The role of self-regulatory career behaviour among working adults (Nadia Ferreira) -- Chapter 11. Multi-generational workforce and its implications for talent |

retention strategies (Violetta Khoreva) -- Chapter. 12. Millennial and psychological contract: Social constructivist approach (Ade Ima Anggraeni) -- Chapter 13. Millennial employees' retention challenge? Mentoring is the solution ) Mohammad Faraz Naim) -- Chapter 14. The same but different: Implications of variation in anticipatory psychological contracts for retention of young talents(Nada Zupan) -- Chapter 15. Barriers to older people's retention in non-profit organizations: A literature review and conceptual framework (Rodrigo Serrat) -- Chapter 16. A psychological retention profile: The role of the psychological contract in predicting satisfaction with retention factors (Alda Deas) -- Chapter 17. Effects of job embeddedness on organizational citizenship behavior and organizational identification (R. Anbumathi) -- Chapter 18. - Remuneration solutions to retention questions (Mark Bussin) -- Chapter 19. Total rewards as retention-related dispositions influencing the retention employees (Calvin Mabaso) -- Chapter 20. The organisational strategic business context, strategy and the alignment with talent management best practices that deliver real business benefits (Francois Du Plessis).

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#### Sommario/riassunto

This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial/organisational psychology. With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention. It offers interpretation of difficult factors facing organisations such as the conceptualisation of talent, the forecasting of talent demand and supply, external and internal factors that influence talent attraction, development and retention, the alignment between talent management and business strategy. Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics. The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention, but also advance new original ways of thinking and researching this critically important area of inquiry. The book is intended for graduate students and researchers as an overview of the topic of talent retention, practitioners will also find it informative.

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