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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

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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.
