Study of talent management situation at Tehran municipality

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Abstract Talent management procedure is an instrument that leads organization to reach success and creates conditions know talented workers skills and use them at suitable areas. Regarding to this subject importance present research responds this question that Tehran municipality to administer talent management system is at what situation? This research aim is practical. Data collection method is field. To collect information has used questionnaire. Present research statistical community is Tehran municipality 20000 workers, 10 assistants and 22 areas. 180 ones obtained as sample through Kocaran formula for limited community. Impossible sampling method is purposful judgment . To study questionnaire stability used Chronbach alpha that for all variables obtained up to 0.7 . Data analysis conducted by tests such as mean comparing using SPSS 20.0 . Results indicate provided 8 hypotheses have verified 5 hypotheses that include dimensions (inside ion , outside ion, inside recruit , substitute training , talent preservation). Denied dimensions are (training , suitable outside recruit , axial talent). Keywords: talent training , axial talent, inside ion, outside ion, talent preservation, substitute training, inside recruit, outside recruit , talent management.

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