

# **The impact of employee talent management processes to improve the organization of production. (Case Study: nouri (borzouyeh) petrochemical company)**

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**Abstract** The purpose of this study was to investigate the effect of employees' talent identification management on improvement processes of manufacturing organizations of Nouri Petrochemical Company (Borzouyeh). According to the features of the task management functions in talent (recruitment of talented staff, ion of talented employees, engagement Talented staff, upgrading talented staff, keeping talented staff) and improving productive organizational processes. The current research is applied in the field of applied information and in terms of collecting information in the field of information, the research method in this study is based on the form of hypothesis of descriptive and analytical type of causal. Nouri Petrochemical Company (Borzouyeh), the volume of society in this research is 290 executives operating in the optical industry. The designed questionnaire was distributed to all statistical community after its validity was confirmed through content validity and reliability through Cronbach's alpha. And to calculate the Cronbach's alpha coefficient, version 23 of SPSS software has been used. Findings of the research indicate that there is a meaningful relationship between the components of the task of management in the talent and improvement of organizational processes, Nouri Petrochemical Company (Borzouyeh). Key words: Talent Management, Process Improvement, Attraction of Talent Staff, Involvement of Talented Staff

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