

The Impact of Talent Management on Employee Outcomes by P-O fit mediateMeli Bank in Guilan province

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Considering that today employees have a central role in improving the competitive environment between banks and their behavior can affect the profitability of banks through attracting and retaining customers. Investigating the factors that lead to positive organizational behaviors is necessary. In this research, talent management is reviewed on employee performance through mediating the individual-organization fit. This research is based on the type of applied target. The data gathering method was fieldwork. A questionnaire was used to collect information. The statistical population of this study is 1239 employees of the Meli Bank in Guilan province. Simple random-cluster sampling was used in the sampling. 215 were obtained, for example, through the Cochran formula for a limited society. The sample size was determined by Cochran formula for limited society. To examine the reliability of the questionnaire, Cronbach's alpha was used which was more than 0.7 for all variables. Data analysis was performed using spss22 and SMART PLS3 software. The results show that out of the seven hypotheses presented in the research, all the hypotheses have been confirmed. The effects of talent management on the citizenship behavior, the effect of talent management on the individual-organization fit, talent management on job satisfaction , The effect of individual fitness-organization on job satisfaction, the effect of person-organization fit on organizational citizenship behavior, the effect of talent management on job satisfaction by mediating the individual-organization fit, the effect of talent management on organizational citizenship behavior by mediating the appropriateness of the individual-organization.

Keywords : Fit person - organization, Organizational Citizenship Behavior, Job Satisfaction, Talent Management

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