

RELATIONSHIP BETWEEN TALENT MANAGEMENT AND ORGANIZATIONAL EFFECTIVENESS: THE CASE OF PRIVATE SCHOOLS

Yrd. Doç. Dr. Nihan Demirkasımođlu
Hacettepe Üniversitesi
nihansal@yahoo.com

Arş. Gör. Dr. Pelin Tařkın
Ankara Üniversitesi
pelintaskin@gmail.com

Abstract

This study aimed to determine the opinions of private school teachers related to the talent management strategies used in their schools and its relationship with school effectiveness. Data was gathered from 220 teachers from 16 private schools during 2014-2015 academic year. A scale was developed including the “attracting, selecting, developing and retaining the talent” dimensions to discover the talent management strategies used in schools. Hoy’s School Effectiveness Scale (2009) was used to determine the opinions of teachers related to school effectiveness. According to the findings, teachers “somewhat agree” that talent management strategies were used by private schools. Respectively, “selecting”, “developing”, “attracting” and “retaining” strategies were used most in private schools, The opinions of private school teachers did not show significant difference according to the gender and teaching field variables. A positive significant relationship was found between the opinions of teachers related to talent management strategies used in schools and school effectiveness.

Key Words: Talent management, teachers, private schools, school effectiveness.