INTEGRATED TALENT MANAGEMENT- NEW PARADIGM FOR TALENT MANAGEMENT

Abstract
The current uncertain business environment drives the need for new approaches that enable the organisation to deal successfully with changes both today and in the future. In this context the concept of talent management has become one of the priorities for organisations and one of the fundamental instruments of human resources management in organisation. The aim of the paper is to describe the paradigm shift in talent management and to clarify the concept of integrated talent management, as well as to explain why is desirable for organisation to implement integrated talent management.

Key words
paradigm shift, talent management, integrated talent management, organisation strategy, HR strategy, organisation culture, integration

JEL Classification
M12