

Comparative Study on Talent Identification and Talent Retention: Nigeria as a Developing Country and the Western World

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Abstract:

This study explores the disparities in talent identification and retention practices between Nigeria, a developing country, and Western nations. Through a comprehensive literature review and qualitative analysis, it identifies significant challenges facing Nigerian businesses, including informal identification processes, reliance on social networks, brain drain, and insufficient career guidance programs. In contrast, Western countries benefit from systematic and institutional frameworks that integrate education with industry, promoting equitable access to opportunities and developmental programs. The findings reveal that while Western strategies emphasise structured career progression and employee engagement, Nigerian approaches are often reactive, driven by economic instability and weak institutional support. The study outlines effective strategies for improving talent management in Nigeria, including fostering talent pipelines, enhancing workplace culture, and government-backed incentives for training. It calls for comprehensive reforms to align talent management practices with local economic and cultural realities, thereby fostering a more resilient workforce. The implications highlight the necessity of adapting global best practices to the unique context of Nigeria to mitigate challenges related to talent management and retain skilled professionals, ultimately driving economic growth and organisational success.

Keywords:

Talent, Brain Drain, Talent Identification, Talent Retention, Nigeria.