

## The Effectiveness of Implementing a Talent Management System in Achieving Outstanding Performance for Human Resources Employees at United Arab Emirates

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### **Abstract:**

The main objective of this study is to test the effectiveness of implementing a human talent management system in achieving outstanding performance of HR employees in the Federal Authority for Human Resources. The current study follows the positivist philosophy for several reasons, including focusing on testing existing theories rather than developing new theories and examining variables that have been studied previously in different contexts. The research follows a quantitative methodological design to achieve its objective of evaluating the effectiveness of the human talent management system in improving the outstanding performance of HR employees in the Federal Authority for Human Resources in the United Arab Emirates. The program identified the need for 450 questionnaires. The quantitative approach was chosen using questionnaires to collect data from the respondents. The study demonstrated the relationship between talent management strategies and outstanding performance (OP) in the context of non-Western organizations. The results were conducted in a different context and culture, as different and diverse HR practices have a different impact in developing countries compared to developed countries. The results of this study fill a theoretical gap by delving into the understanding of outstanding performance in the Federal Authority for Human Resources services sector in the United Arab Emirates, which motivates future researchers and relevant stakeholders to pay more attention. Although this study provides good insight and many contributions, there are still some limitations that, in turn, create some opportunities for future research. The method adopted in this study is the quantitative method, which is somewhat appropriate for this study in terms of the research objectives. At the same time, it may also be beneficial for this study to use qualitative or mixed methods research. Therefore, future research is encouraged to focus on qualitative research design exclusively for the data or include mixed methods to understand the phenomena of outstanding performance.

### **Keywords:**

Human talent management, outstanding performance, human resources, Federal Authority for Human Resources, United Arab Emirates