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The relationship between knowledge management and talent management and employee engagement Export Development Bank of Iran

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Abstract

This study aimed to investigate the relationship between knowledge management and talent management and employee engagement was conducted Export Development Bank of Iran Methodology The target population for this study included all employees of the Export Development Bank of Iran, which has 41 branches throughout the country. And through integrated systems for automation of branches and staff were sent a questionnaire to all employees and by employees through the system after the completion of the aforementioned were found. According to statistics gathered by Tdadkarknan branches Vstad of 1130 patients (765 males and 365 females) are. It is worth noting that the number of (official and definitive 920 and 210 on contract and contract) that serves. According to Cochran formula, the sample consisted of 384 employees of the Export Development Bank of Iran (210 males and 174 females) are. The data collection instrument was a questionnaire consisting of 25 questions on a Likert scale, knowledge management and organizational commitment questionnaire of 27 questions and 20 questions are standard as well as talent management Ohel Based on the results of the correlation coefficient between knowledge management and employee engagement Export Development Bank of Iran there is a significant relationship because it is a significance level of 02%. With 98% confidence that the hypothesis is confirmed. Export Development Bank of Iran relationship between talent management and employee engagement There is significant because it is a significance level of 02%. With 98% confidence that the hypothesis is confirmed.

Keywords: knowledge management, talent management, employee engagement, Export Development Bank of Iran.

Introduction

Knowledge management is one of the branches of knowledge economy, knowledge management is quite a new concept and method of management Knowledge management requires linkage with information, activities and information with man to realize the sharing of knowledge (including tacit and explicit

knowledge) focuses And the management is quite different. In the knowledge economy era, the library as a repository of human knowledge, contribute to the advancement of knowledge and the advancement of knowledge will be an important link in the chain In the twenty-first century, the library will inevitably face the new subject of knowledge management. Knowledge management in libraries should be on research and development of knowledge Today, organizations have found that in order to succeed in a complex economy as well as the world, and persistence in the environment, business competitiveness, are having the best talent At the same time understand the need to recruit, develop and retain talent, talent Dryafthandk·h organizations that are critical resources for achieving the best results requires management In the past, management talent as a secondary responsibility was assigned to the personnel department, while today's talent management as an organizational task That responsibility rests with all sectors, is considered much more serious. Undoubtedly, the era of organizations and administrators of these organizations are human beings People who by virtue of having the greatest source of strength, namely thinking, can empower the movement and bring about organizational growth Precious resource of any organization is its human resources that can assist it in achieving its goals. Specialist staff, loyal Consistent with the values and objectives of the organization and is committed to achieving and maintaining a strong incentive Vmtmayl basic needs and essential organizational membership of any organization Organization that requires employees to go beyond their usual duties due to work and operate. Near Lotta states that in the context of recent research, general attitude, organizational commitment An important factor for understanding organizational behavior and good predictor for wanting to remain in occupation has created. Committed could have positive consequences Vmtddy, employees who have a commitment and are stable More discipline in their work, more time and more work in organizations such as Knnd.mdyran must maintain their commitment to the organization and employees It should be able to use for staff participation in decision-making and providing an acceptable level of job security for them to take more commitment (Moorhead, 2007On the other hand, one of the issues that have attracted the attention of researchers in the field of organizational commitment, the various aspects of the concept of commitment. Because of employee involvement and commitment not only to the organization but also with other bodies such as professional Family, direct supervisor, religion, etc. associated. Two aspects are considered commitment that so many organizational commitment and professional dedication. Understanding the nature of the relationship, compatibility or conflict between two types of commitment, is the subject of many discussions (Matthew Zjak, 2010: 194-171.)

One of the pillars of a comprehensive system of administration, human resource elements, including processes such as screening modalities for manpower Is based on talent and talent management and strategic topics in this paper and its significance Knowledge management staff Export Development Bank of Iran. In order to prevent the diversion of talent What to do first, what is personnel information? Personal information should be carried out in several phases Then breathe in stage procedure or at the time of Deciding to hire, all information put together to allow their utilization can be attained. "(Moorhead, translation Alwan and Memarzade,2007: 162. Popper and Lpshydr believe that the leadership factor that affects the organizational talent leaders can create the organizational structure Amuru shape organizational culture and through various measures are under different influences. Thus, the leader actually affect organizational learning Leadership and organizational learning and leadership greatly correlated with each other can also process And thus improve organizational learning activities leaders can pass through your insights and creating learning opportunities for subordinates Capacity to improve organizational learning and organizational learning and thereby increase (Jafari,2010: 76 .In general, knowledge management, management processes to identify, create, acquire, capture, storage, retrieval, distribution and finally the development of knowledge in the organization. In other words, knowledge management is a set of actions in organizational learning processes And applying it will be done to the organization utilizes the knowledge, fulfill their missions. This definition also comprehensive,

easily understood and can be a good basis for understanding-executive researchers and organizations One of the ways to do this relatively new method of assessment centers, organizational strategies, requires a holistic approach to talent management, so traditional approaches Best practices for learning, performance management, organizational commitment and career development should be re-evaluated and revised Shvnd.hmangvnh the integration of performance management and learning In many cases, as an integral component of the strategy is effective talent management, knowledge management as well as staff development and career path connects the planning and strategic role in today's organizations have special (methane,2010: 328. Export Development Bank of Iran as an international bank professionally in export and expand economic trade with other countries is active. Since banking is a risky business.
Vmfyd effective knowledge management should be able Tabaarayhatlaat, Tsmbm encourage proper retention and increase of personnel responsible for causing the growing success of the Bank in the international arena This study is of great importance. Talent Management includes a complete set of processes to detect, identify, nurture, Recruiting and managing staff to run a successful business strategies required by the organization. This pathology management system should always be to increase its effectiveness. The main objective of this study was to identify factors Pathology talent management and classification of damage under the Export Development Bank of Iran three branches, is aligned and maintenance. Knowledge management is the process through the combination and integration of the different components of knowledge The creation of axioms deals. In this regard, the use of tacit knowledge as a fundamental driving the success of the innovation process, will have a significant impact on the company's performance. At the present time the efforts in the field of engineering structure and Mjddfrayndha and also reduce costs in order to earn profits, Carried out by companies, now is the time for many of them to reconsider their product portfolio by creating innovative. In this regard, Creativity and generate new ideas by managers and organizational staff of particular importance and Position of prominence is given to the organization. The role of tacit knowledge as a key lever emphasized innovation And to the success of creativity, citing the research done in this area, the relevant aspects of tacit knowledge and innovation management can be defined (Moradi et al.,2006: 5).). There is always the talent that lies in wait of the necessary conditions for prosperity are fortunate senior management perspective To create a dynamic and competitive organization in the present day competitive conditions in providing the necessary conditions for prosperity Talent is very important and influential senior management support of their human resources management decisions and provide necessary facilities For his actions in the proper implementation of the decisions of the organization's human capital can accelerate the implementation of the process The first step is to identify the talent that exists in the organization can be used to design forms With its distribution among employees in the staff's capabilities. These forms include different questions The staff such as training courses run by the education, skills and expertise (even unrelated to their job), The level of their satisfaction with the current job, suggestions, etc .... This information should be collected on a regular basis and annually As well as to all the staff for person to person, can be prepared in a separate database and all data and information. About the people in this database maintenance for the first time Krd.bayd be noted that if the distribution of these forms may be Some of the facts refuse or fail to enter the correct information is the program's success depends on feedback The staff of the project will be evaluated Dyd.ps collecting information forms must be classified and all the talent that exists in an organization to easily access them.

Methods

A set of rules, tools and valid (reliable) and the results for a reality check, discover and achieve a solution to the problem is unknown (earthy, 2009, p. 201) A scientific study conducted to investigate a phenomenon in population, the population is All the elements and people who have one or more common trait is determined on a geographical scale (Hafeznia,1998: 119). In each study, the studied population, a

society that the researcher wants to study about the characters, variable pay (Sarmad,1998: 37). The research method in this application and the nature of the correlation.

The population for this study included all employees of the Export Development Bank of Iran, which has 40 branches across the country is integrated automation system consisting questionnaire sent to all employees of the branch Vstad After completing by staff through the aforementioned system is found. According to statistics gathered by Tdadkarknan branches Vstad of 1130 patients (765 males and 365 females) are. It is worth noting that the number of (official and definitive 920 and 210 on contract and contract) that serves.

Sampling, ie the number of people, events and objects of a defined society as a representative of the community, the sampling, defined community members, and an equal chance Msnql to being a member of their samples. The Msnql that a member does not impact in any way on the rest of society (Delaware,2001: 68).

This study aims to determine the sample size based on Cochran formula and simple random sampling method is used It is worth noting that the sampling and sample Cochran choice in this thesis is as follows. The statistical population N = 1130 n: sample size p: traits in society q: the lack of statistical characteristics of society d: error rate (degree of confidence) t: safety factor of 5% = d 1130N =% 60 p = 96/1% 40 = q calculation of sample size to obtain a sample size of sample to be used below. N = the number of employees Export Development Bank of Iran Yasouj n: sample size p: traits in society q: the lack of statistical community features N: in the denominator represents the population of formula d: error rate (degree of confidence) t: safety factor (RAFIPOUR,2003: 383). The sample = n 5d of 1130 N =% 60p = 96/1% 40 = q sample according to the sample The research included 384 employees of the Export Development Bank of Iran (210 males and 174 females) are.

inferential statistical findings

The main hypothesis:

Export Development Bank of Iran relationship between knowledge management and employee commitment is meaningful.

Table 1: Correlation between knowledge management and employee engagement Export Development Bank of Iran

Pearson correlation	The correlation coefficient	Variable
0/418 0/02 384	The correlation coefficient meaningful Number	Knowledge management and employee engagement

Based on the results of the correlation coefficient between knowledge management and employee engagement Export Development Bank of Iran there is a significant relationship because it is a significance level of 02%. The hypothesis is confirmed with 98% probability.

r=0/418 Sig =0/02

Between talent management and employee engagement Export Development Bank of Iran there is a meaningful relationship.

Table 2: correlation between talent management and employee engagement Export Development Bank of Iran

Pearson correlation	The correlation coefficient	Variable
0/510 0/02 384	The correlation coefficient meaningful Number	Talent management and employee engagement

Based on the results of the correlation between talent management and employee engagement There is a significant relationship between Export Development Bank of Iran The significance level is 02%. The hypothesis is confirmed with 98% probability.

r=0/510 Sig =0/02

first hypothesis:

There is a significant relationship between the storage of knowledge and dedication of staff.

Table 3: Correlation coefficient between storage knowledge and commitment of staff

Pearson correlation	The correlation coefficient	Variable
0/612 0/01 384	The correlation coefficient meaningful Number	Storage of knowledge and dedication of staff

Based on the results of the correlation coefficient between the storage of knowledge and dedication of staff because there is a significant relationship between the level of 01% is significant. The hypothesis is confirmed with 99% probability.

r=0/612 Sig =0/0

second hypothesis:

There is a significant relationship between the application of knowledge and commitment of staff.

Table 4: Correlation between using knowledge of employee engagement

Pearson correlation	Spearman coefficient	Variable
0/499 0/03 384	The correlation coefficient meaningful Number	Application of knowledge and commitment of staff

Based on the results of the correlation coefficient between applying knowledge there is a significant relationship with employee engagement The significance level is 03%. The hypothesis is confirmed with 97% probability.

r=0/499 Sig =0/03

third hypothesis

There is a significant relationship between knowledge sharing and employee engagement.

Table 5: correlation between employee engagement, knowledge sharing

Pearson correlation	Spearman coefficient	Variable
0/603 0/02 384	The correlation coefficient meaningful Number	Knowledge sharing employee engagement

Based on the results of the test, Spearman coefficient between knowledge sharing because there is a significant relationship between employee engagement level of 01% is significant. The hypothesis is confirmed with 99% probability.

r=0/603 Sig =0/02

fourth hypothesis

There is a significant relationship between knowledge creation and employee engagement.

Table 6: Correlation between knowledge creation and employee engagement

Pearson correlation	The correlation coefficient	Variable
0/741 0/01 384	The correlation coefficient meaningful Number	Between knowledge creation and employee engagement

Based on the results of the correlation coefficient between knowledge creation and employee engagement There is a significant relationship because it is a significance level of 01%. The hypothesis is confirmed with 99% probability.

r=0/741 Sig =0/01

fifth hypothesis

There is a significant relationship between talent and employee engagement.

Table 7 correlation between talent and employee engagement

Pearson correlation	The correlation coefficient	Variable
0/495 0/04 384	The correlation coefficient meaningful Number	Between talent and employee engagement

Based on the results of the correlation between talent and employee engagement There is a significant relationship because it is a significance level of 04%. The hypothesis is confirmed with 96% probability.
r=0/495 Sig =0/04

sixth hypothesis

Align and retain talent with significant relationship between employee engagement there.

Table 8: Correlations between align employee commitment and retention of talent

Pearson correlation	The correlation coefficient	Variable
0/665 0/01 384	The correlation coefficient meaningful Number	Align employee commitment and retention of talent

Based on the results of the correlation coefficient between align employee commitment and retention of talent there is a significant relationship The significance level is 01%. The hypothesis is confirmed with 99% probability.
r=0/665 Sig =0/01

seventh hypothesis

There is a significant relationship between talent development and employee engagement.

Table 9 correlation between talent development and employee engagement

Pearson correlation	The correlation coefficient	Variable
0/598	The correlation coefficient	Talent development and employee engagement

0/02	meaningful	
384	Number	

Based on the results of the correlation between talent development and employee engagement There is a significant relationship because Is 02% significance level. The hypothesis is confirmed with 98% probability

r=0/598 Sig =0/02.

regression analysis

Export Development Bank of Iran relationship between knowledge management and employee commitment is meaningful.

Table 10 Regression analysis between knowledge management and employee engagement Export Development Bank of Iran

Sig	t	Beta	B	Std. Error	The F	The coefficient of determination	The correlation coefficient	
0/000	13/943	-	4/407	0/316	1/851	0/36	0/260	Constant
0/002	1/109	0/178	-0/138	0/124				knowledge management

The results in Table 4-3-1 shows multiple correlation coefficient equal to (260/0 R =) is. The coefficient of determination equal to (36/0 R2 =) is. KM can show that independent variables predicted 26% of the commitment of its employees. Based on Standardized Beta KM 178/0 Beta = independent variable beta is a major contribution in explaining employee engagement.

Between talent management and employee engagement Export Development Bank of Iran there is a meaningful relationship.

Table 11 Regression analysis explains the impact of talent management and employee engagement

Sig	t	Beta	B	Std. Error	The F	The coefficient of determination	The correlation coefficient	
0/000	11/188	-	4/068	0/364	0/005	0/12	0/10	Constant
0/001	0/071	0/010	0/007	0/096				talent management

Table 4.3.2 shows the results of multiple correlation coefficient equal to (010/0 R =) is. The coefficient of determination equal to (012/0 R2 =) is. The show Independent variable Talent Management can not predict 12 percent of the employee engagement. Based on Standardized Beta Independent variables beta talent management and employee engagement is 10/0 Beta = a stake in the explanation.

Conclusion

Talent Management includes a complete set of processes to identify, recruit and manage people in order to run a successful business strategy is required. Some of the topics discussed in the paper include talent

management history, importance of talent management, talent management processes, talent management And succession planning, talent management role in the company's human resources function globally, the main aspects of a successful succession Talent management framework, six steps for effective talent management, talent multiple levels in the organization.
The human potential of the iceberg analogy can be used. One fifth of these talents, and four-fifths of all other overt and hidden and may never be used Nyayd.vzyfh talent management programs, discovery And their use, whereby the strategic goals of the organization Sazd.tbyy possible because of some deficiencies, can only be about a group of employees with top talent And are associated with the organization's strategic direction, long-term investment focus and its main development phase of their strategy to determine the mission Internal and external factors, opportunities and Thydydha, identify strengths and weaknesses within the organization, to determine the long-term goals, evaluate and consider the various strategies and Select specific strategies to provide organizational activities, resource allocation, decision-making and decision-making process in the organization, Grdd.ajray strategies through operational planning is done. Integrated management approaches and management of strategic issues in organizations, including organizational units affiliated units are used Approaches arbitrary approach and collaborative approach to working in organizations which power is shared between agencies Profit management approaches and objectives and benchmarking between organizations independent of each other like communities 23 Or regional organizations or state applications. Two basic approaches in municipal agencies, including the agencies and sectors dependent are high There is more demand. Strategic issues management approach has been used by cities. Baltimore Including the creation, maintenance and modification of a strategic management system is an evolutionary process and gain experience during strategic planning, results-based budgeting, Performance management and measurement and evaluation of strategic growth. This process usually requires years of experience to build a truly passionate and effective system of culture is required.

The research proposal

According to the researcher in the study faced the following issues for future studies suggest:
-1examine the relationship between organizational culture and organizational commitment
-2examine the relationship between organizational climate and organizational commitment
3-impact organizational learning, organizational commitment, and job satisfaction
-4examine the relationship between organizational health and organizational Vthd
5-examine the relationship between human resource management activities Vthd organizational citizenship behavior

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