

# The influence of Organizational structures on talent development and retention

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## **Abstract**

**Topic:** The influence of organizational structures on talent development and retention

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**Content:** The aim of the thesis is to identify how different management structures have an impact on employee retention and employee development. Hypothesizing that a negative correlation between the development and retention of talent exists. Qualitative data was collected through in-depth semi structured expert interviews. Interviews were structured as mix-methods.

This thesis found that within talent management, employee commitment is of high importance which increases in the priority of correctly managing talent. Talent was also seen as being secondary to culture with companies needing to aim on correctly identifying their culture to attract the right talented individuals. The thesis rejects a claim that companies search for talent and adapt to retaining every individual, it is important to focus on culture with the right employees joining the company for retention to reflect good management. Retaining employees is all about hiring the right employees to the company rather than the job, with different management structures seen to attract different individual talents, employees are also reflected to choose and find the organizational structures that fit to their working styles and matches their culture. Incorrect retention of employees can also hard a company and retention are not a figure of measuring company success, rather, adding new insights into project in the form of new talent can be on many occasions the breakthrough companies needed to realize their goal. Nevertheless, retention does also evaluate the strength and commitment of a company to its employees as its not sustainable for employees to be constantly leaving. Talent can be taught or bought by companies however culture is not and therefore is larger than talent. Development of talent is also never always looking up, with companies needing to understand their employees to know how to respond to certain wished as some individuals are happy in the position that they hold while others only want to grow. Within the two organizational structures measured, hierarchical and flat line for being ones of the most common in the word. Development of talent for within the two is seen as inversely important, with the hierarchical management system proving that promotion of talent being the most direct way of rewarding success while within the flat line, more into the benefits and luxuries of working are needed to reward individuals due to the limits in position gains within such a structure.

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