# Article information:

Understanding Talent Development and Implications for Human Resource Development: An Integrative Literature Review - Amir Hedayati Mehdiabadi, Jessica Li, 2016  
<https://0-journals-sagepub-com.pugwash.lib.warwick.ac.uk/doi/full/10.1177/1534484316655667>

# Article summary:

1. Talent development (TD) is a popular term in organizations and human resource development (HRD) professionals, but its boundaries and scope are not clear.

2. The literature on talent in organizations has traditionally focused on talent management (TM), which suffers from lacking a precise definition, theoretical support and development, and measurement frameworks for operationalization and identification.

3. Four major themes within TD literature have been identified: issues related to career development, the influence of contextual factors, the relationship between TD and attraction and retention of talents, and issues of diversity in the context of TD.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

该文章对人才发展和人力资源发展的关系进行了综合文献回顾，但存在一些潜在的偏见和不足之处。

首先，文章没有充分探讨人才发展与组织战略、业务目标之间的联系。虽然提到了人才吸引和留住作为人才管理的三个主要策略之一，但并未深入探讨如何将人才发展与这些策略相结合以实现组织目标。

其次，文章没有涉及到技能培训和职业发展等方面的具体内容。虽然提到了职业发展是人才发展中一个重要的主题，但并未深入探讨如何通过技能培训和职业规划来促进员工的成长和发展。

此外，文章对于“天赋”的定义存在一定程度上的模糊性。虽然引用了Nijs等人（2014）提出的工作定义，但并未对该定义进行充分解释，并且没有考虑到不同文化背景下对于“天赋”的理解可能存在差异。

最后，文章缺乏实证研究支持其所提出的观点。尽管提出了一些概念性框架和理论观点，但并未提供足够的实证数据来支持这些观点。

综上所述，该文章虽然对人才发展和人力资源发展的关系进行了回顾，但存在一些潜在的偏见和不足之处。为了更好地理解和应用人才发展相关的理论和实践，需要进一步深入探讨其与组织战略、技能培训、职业规划等方面的联系，并且加强实证研究以支持相关观点。

# Topics for further research:

* Talent development and organizational strategy
* Skill training and career development
* Definition of talent
* Cultural differences in understanding talent
* Empirical research on talent development
* Linking talent development to organizational goals

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