

<p style="text-align: center;">Talent Management Strategies and Practices in Five Star Hotels: An Exploratory Study</p>	<p style="text-align: center;">عنوان البحث</p>
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<p>This research aims to explore the current strategies and practices of talent management (TM) within five star hotels in Egypt. To achieve the research aim, an online questionnaire was used as a tool for data collection. 212 general managers and human resource managers in the investigated hotels were targeted to identify the practices adopted to attract, select, develop, and retain talent employees. The research revealed that the practices of talent management are still at an early stage of development, and the concept and the process require further understanding. One of the key results was that most of the investigated hotels implemented some of the basic principles and components of TM system but the actual practice has not yet been demonstrated as a complete and integrated approach. Most of the managers were aware of the benefit of talent management. This research, therefore, contributes to provide a deeper knowledge and understanding on how human talents are being managed in an important sector of the hospitality industry.</p> <p>Keywords: Talent management, Talent attraction, Talent development, Talent retention, Five-star hotels, Egypt.</p>	<p style="text-align: center;">الملخص باللغة الإنجليزية</p>