

Republic of Iraq

Ministry of Higher Education & Scientific Research

University of Basra

***College of Administration & Economic
Business Administration Department***



***Organizational Success Factors as a Moderating Variable
on The Relationship Between Talent Management &
Organizational Development***

***An Explanatory Study of The Opinions of a Sample of The Managers in Formations
of The Ministry of Transport in Basrah Governorate***

A Thesis Submitted To

***The Council of the College of Administration & Economics , University of Basra in
Partial Fulfillment of the Requirement For Master Degree in Business
Administration***

By Student

Zuhair Abdul hafed Mal Allah Al- asadi

Supervised By

Prof. Dr. Taher Mahsen Mansoor Al- Galbi

2017 A.D

1439 H.D

Abstract:

Business managers today seek to attract talented individuals to achieve desired goals from short-term plans that in turn achieve long-term goals for business . The study was based on the management of talent as an independent variable and its impact on organizational development as a dependent variable through the presence of the influence of organizational success factors as an interactive variable.

The study adopted an explanatory method for the opinions of a sample of managers in the formations of the Ministry of Transport located in the province of Basra, which was represented by the study society, which included (the General Company of Iraqi Ports, the General Company for Maritime Transport , General Company for Land Transport / Basra Branch , General Establishment of Civil Aviation / Basra International Airport Section & Southern Railway Directorate The study also focused on the sample of the directors of the companies mentioned above (170) directors out of (304) managers.

The study aimed at the importance of caring for individuals with gifted qualities and how to manage them in a way that contributes to raising the level of organizational development for the companies of the study society. The study concluded that there is a positive effect of statistical significance on the independent variable in the dependent variable , there is also a statically significant positive effect relationship of the moderating variable with the independent variable in the dependent variable .

The study refer to the need to adopt talent management to adopt talented individuals and to adopt organizational success factors to contribute to raising the level of organizational development among the society of the study.

Keywords: talent, talent management, organizational development organizational success factors .