Introduction

With the arrival of the third millennium, and the emergence of knowledge-based economy, human resources as a strategic element of competition and survival of the organization and increase its efficiency are presented. Rising demand of employers, tend to attract skilled and competent staff for taking valuable jobs, has led to organizations to attract top talent to engage in battle with each other. In this battle, successful organizations are seeking strategies and policies and procedures to improve their potential that is essential for economic survival, absorption, development and maintenance. Talent management strategy is a tool that assists organizations in order to achieve this, and try to establish conditions that will help the organization to achieve this goal.

The purpose of this paper is the establishment of strategic talent management in the municipality. Therefore, the first issue will be discussed and described in research literature and the research questions are presented. In order to answer the research question, a one-sample t-test, Friedman test and correlation test was used and based on statistical analysis, presentation of findings and recommendations based on findings are discussed.

Materials and methods

The purpose of this study is practical and descriptive - survey. The population consisted of all high school graduates and older workers are the city council. Cluster sampling is conducted, with the case of the 14 districts and seven deputy mayor under the city areas of five, nine, thirteen, and administrative assistance - financial, research and planning, cultural - social and urban parts of the community were selected as the constituent units. Finally, the sample size of this study was to estimate the number of 217 questionnaires were randomly distributed among the personnel department and the region and have been collected. Cronbach's alpha was used to determine the reliability coefficient equal to 95/0, respectively, which proves the validity of the questionnaire is high.

For data analysis, SPSS software is used. Statistical methods used in this study included descriptive statistics (mean, lots of tables, etc.) and inferential statistics (t test, one-sample t-test, Friedman test, Pearson correlation).

Finding and results

It can be stated that the dimensions of communication, performance management, employee development and open culture atmosphere and surface are significantly smaller than the error rate. It can be stated that the average number of components of the 3 larger. And at higher levels are moderate but significant component of the reward of less than 0.05 and indicates that this component of the municipality is moderate.

It can be concluded that the priorities of the five components are different. Such that the order of precedence, the components of "communication", "Climate and Culture Open", "Performance management", "staff development" and "reward" talent management strategies have the greatest impact on increasing.

Conclusion

Given the increasing importance of human resources as an important factor in the competitive era of reform, development and continuous improvement of its human resources and training seems necessary. Accordingly, identifying gaps in the logic underlying the organization and provide solutions for the empowerment and development of employees should be placed at the head administrators of intellectual tasks and preoccupations.

Single-sample t test based on the four components of the five factors constituting high-level government talent management strategy, suggests that talent management strategy in Isfahan Municipality has a relatively good condition; but still need to improve conditions for the implementation of the strategy for growth and future upgrades will be felt. As was expressed in all components except the component level is above average are rewarded and appreciated. Thus it can be stated that the amount of rewards received by employees against their performance was poor and inadequate.

In the field of architecture's institutionalization of organizational reward systems emphasize values in the organization can be effective.

Friedman test component represents a top priority; "communication" is the talent management strategy to improve governance levels. Thus, the municipality shall provide a space where civil discourse and collaborative learning community is a common procedure. Finally, Pearson's correlation can be deduced that the underlying components of talent management strategies are all positive and significant relationship with each other. And given the high correlation coefficients, it can be stated that improving each of these components, other components can be increased by increasing the synergy created through the talent management strategy increases.