



Rapid Communication

Global Talent Management Strategies and Their Impact on International Organizational Performance

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Received: 02-Oct-2025, Manuscript No. JRIBM-25-177470; **Editor assigned:** 5-Oct-2025, PreQC No. JRIBM-25-177470 (PQ); **Reviewed:** 16-Oct-2025, QC No. JRIBM-25-177470; **Revised:** 19-Oct 2025, Manuscript No. JRIBM-25-177470(R); **Published:** 26-Oct-2025

Abstract

Global talent management strategies involve the systematic attraction, development, and retention of skilled employees across international markets. This study examines the role of talent management in enhancing organizational performance and competitiveness in global firms. It explores talent acquisition, leadership development, and workforce mobility. The paper highlights challenges related to cultural diversity, talent shortages, and regulatory constraints. It also discusses the importance of inclusive practices, digital HR systems, and employer branding. By integrating human resource management theory with international business perspectives, this study emphasizes that effective global talent management strategies strengthen organizational capability and support sustainable international growth.

Keywords: Global Talent Management, International Human Resource Management, Workforce Mobility, Leadership Development, Employer Branding, Global Competitiveness.

INTRODUCTION

Global talent management strategies have become essential for organizations operating in increasingly competitive and globalized labor markets. Multinational enterprises require skilled professionals who can operate across cultural and geographical boundaries. Effective talent management ensures that organizations attract and retain individuals capable of supporting international strategy. Talent capability enhances global performance (King, 2015). Talent acquisition in global firms involves identifying and recruiting individuals with specialized skills and international experience. Global recruitment expands access to diverse talent pools. Strategic hiring supports innovation and competitiveness. Recruitment effectiveness influences performance (Schuler et al., 2011).

Leadership development is a core component of global talent management strategies. Developing global leaders with cross-cultural competence enhances coordination and strategic execution. Leadership pipelines support organizational continuity. Leadership capability drives success (Tarique & Schuler, 2010). Workforce mobility supports global talent deployment. International assignments and mobility

Citation: Helena Rydberg (2025). Global Talent Management Strategies and Their Impact on International Organizational Performance. JRIBM. 12: 047.

programs facilitate knowledge transfer and leadership development. Mobility enhances learning and integration. Strategic mobility supports global operations. Cultural diversity influences talent management practices. Organizations must implement inclusive HR policies that respect cultural differences. Diversity enhances creativity and decision-making. Inclusive practices support engagement (Scullion & Collings, 2011).

Talent retention is a significant challenge in global firms. Competition for skilled professionals is intense. Retention strategies include career development, compensation, and work-life balance. Retention supports stability. Digital HR systems support global talent management strategies. Technology enables efficient recruitment, performance management, and learning. Digitalization enhances HR effectiveness. Technology supports scalability (Schuler et al., 2011).

Employer branding influences global talent attraction. Organizations with strong reputations attract high-quality candidates. Employer branding enhances competitiveness. Reputation supports recruitment success.

Regulatory and legal factors affect global talent management. Immigration policies, labor laws, and compliance requirements shape workforce strategy. Policy awareness reduces risk. Compliance supports sustainability.

Overall, global talent management strategies are strategic enablers of international organizational performance. Firms that invest in talent capability achieve competitive advantage and long-term success.

CONCLUSION

Global talent management strategies play a critical role in enhancing organizational performance in international business. This study highlights that talent acquisition, leadership development, and inclusive practices strengthen global capability. Firms that effectively manage global talent are better positioned to achieve sustainable growth.

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