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An algorithm of Talent Management in Scientific Management

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People who are working in a company are the main wealth of the company. They are the driving force of business, namely their knowledge and experience is the major competitive advantage. Experts speak about the talent management system. This says about increasing of the professional approach to managing the most promising employees.

A talented employee is considered to be a godsend for any company. Actually to work with talents, to encourage and promote them, to direct their activities in favor of the company is not beyond everyone's power.

Problems with talents at work:

1. Employers have to deal with special nature of talented people, as they find themselves in a desire to immediately resolve all issues that arise, sometimes exceeding available power, may have difficulties in interactions with colleagues, who have, as they believe, no equivalent right to vote, they admire the favorite job like fanatics.

o The people quickly become bored by routine work, and their commitment to an employer is minimal.

o The talent mainly focuses on changes and seeks novelty in their work.

o These employees are the most valuable when a company comes into market or making major changes in its activity (diversification, capturing or opening up of new facilities, rebranding or introduction of international standards of accounting, etc.).

2. These people are willing to take responsibility.

3. What they do is of much importance for them.

4. Also it is entirely important for them to see an outcome.