The Role of Praxis in Talent Management in Achieving Organizational Ambidexterity: An Applied Study on Palestinian Telecommunications Company (Jawwal)

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Abstract

This study sheds the light on the role of praxis in talent management in achieving organizational ambidexterity in the Palestinian Telecommunication Company (Jawwal). To achieve the objectives of the study, the researcher adopted the descriptive analytical methodology. He also used the questionnaire as a tool for gathering the required data from the individuals of the sample which consists of (155) respondents. The study concluded to several results, the most important of which is: The Palestinian telecommunications Company (Jawwal) is generally interested in employing all the dimensions of creativity in a very high degree. The results of the study also showed that there is an important effect which statistically significant at the significance level of (0.05 ≥ α) for the dimensions in talent management (preserving talents, training and developing talents, attracting talents) on the organizational ambidexterity. It also indicated that there is no important effect which is statistically significant at the significance level of (0.05 ≥ α) for the dimensions of talent management (talent management performance, succession planning of talents) on the organizational ambidexterity. The results of the study indicated that there is a direct correlation which is statistically significant at the significance level of (0.01 ≥ α) between the dimensions of talent management (attracting the talents, training and developing the talents, talent management performance, succession planning of talents, and preserving the talents) and the dimensions of organizational ambidexterity (exploitation, discovering) on the total level. In the light of the results reached by the study, several recommendations were offered which aim to activate the role of praxis in talent management in achieving Organizational Ambidexterity.

Keywords: Talent Management, Organizational Ambidexterity, the Sector of Tele Communications.

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