Abstract

This work revises and analyzes today’s tendencies which deal with the formation of human talent and its effect on productivity and competitiveness within organizations. Based on the concept of human talent, it discusses how innovation and formation can effectively be used together in order to increase sustainable productivity and competitiveness within organizations. To this end, this analysis confronts the concepts of organizational learning and decent work based on the conceptual model which was validated through its implementation within the offices of human talent development in Latin American companies.

Keywords

Human talent, formation, competencies, productivity, intellectual capital, organizational learning.