# People at the Heart of Industry: Organizational Behavior Perspectives on Talent Management

**Thematic Area:** Human Resources Management

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**Summary:**


The industrial transition is also a human transition. Attracting, developing and retaining talent in dynamic and uncertain contexts requires understanding how people think, feel, interact and respond to their work environments, which is key to both individual wellbeing and organizational effectiveness. Organizational behavior offers an analytical framework for studying the psychological, social and organizational processes that shape the work experience.

This Special Track provides a space to advance knowledge on organizational behaviour and its contribution to talent management, from a multidisciplinary perspective that integrates social and organizational psychology, management, sociology and related disciplines. Its aim is to understand behaviors, attitudes and relationships at work and their individual, group and organizational implications.

We welcome theoretical and empirical, quantitative and qualitative contributions on well-being and occupational health; motivation and engagement; meaningful work; humanistic and servant leadership; team dynamics and collaboration; organizational culture and subcultures; influence processes and social norms; change management; diversity, inclusion, gender and identity; work, family and personal life balance; and ethical behavior, among others. Studies at different levels of analysis, from the individual to the organization, are welcome, as is research conducted in private companies, public organizations, third-sector entities and family businesses.

The added value of the Track lies in offering a meeting point for research focused on understanding the role of human factors in organizations and their contribution to effective and sustainable talent management. The Track seeks to strengthen the presence of organizational behavior within ACEDE, encourage exchange among research teams from different disciplines and career stages, and promote the transfer of knowledge to organizations and institutions interested in developing more effective, inclusive and sustainable work environments.




**Keywords:**

*Organizational behavior; talent management; leadership; well-being; culture; diversity; work–family balance.*