

**Advancing a conceptual framework for understanding the influence of talent management practices on employee reactions: The mediation role of individual self-concept of talent**

**Abstract**

Managing talent has become critical in the modern world, yet little is known about the psychological perspective of exclusive talent management context. Building on social exchange, social identity, self-consistency and equity theories, this paper develops a conceptual framework in pursuit of understanding the influence of talent management practices on employee responses. In addition, the model posits mediation role of individual self-concept of talent in the relationship of talent management practices and employee attitudinal and behavioural responses. The paper also highlights the relevance of individual perception on talent status, sense of power and distributive justice in shaping response of talent in organizations. The model asserts implications for modern managers to re-think on the mechanism of managing employee response more effectively.

**Keywords:** talent management practices, employee response, individual self-concept of talent, talent status, sense of power and distributive justice