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# The Importance of Talent Management on Intrapreneurship: A Conceptual Framework / İç Girişimcilikde Yetenek Yönetiminin Yeri ve Önemi: Kavramsal Bir Çerçeve

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## ABSTRACT

In the literature, the concept of entrepreneur is defined as people who have invested capital into that taking the risk of loss to produce goods or services. Unlike the entrepreneur to intrapreneur can be defined as innovator and developer employees who take the risk of direct loss in an established organization. Intrapreneurs, with entrepreneurial spirit, who recognizes the opportunity to innovate by not only bring innovations to improve the profitability and competitiveness of the business. They are running these ideas and models that can convert into real action. In this study focuses on the human resources management as an important field of managerial decisions that affecting the intrapreneurial activity. Businesses using their human resources practices, creative thinking process, and contributing to innovation can increase their employees' commitment. In particular, human resources management applications such as recruitment, training, performance appraisal, compensation and talent management affects the ability of businesses to be more innovative. Talent management is a process involving the activities of strategic human resources. In this context, talent management practices play an important role on the employees as intrapreneurs. To keep the high-performing employees in business is important to increase the intrapreneurial activity and potential. In the study, a conceptual framework has been established on the importance of talent management in the intrapreneurship process.

**KEYWORDS** Intrapreneur; Intrapreneurship; Talent management

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