

論文審査の要旨
(Summary of Dissertation Evaluation)

博士の専攻分野の名称 (Major Field of Ph.D.)	博士 (経営学) Ph.D. in Business Administration	氏名 (Candidate Name)	MAMAN ALIMANSYAH
学位授与の要件	学位規則第4条第①・2項該当		
論文題目 (Title of Dissertation) Talent Management Practice for Non-High Potentials (NHPs)			
論文審査担当者 (The Dissertation Committee)			
主 査 (Name of the Committee Chair)		Professor Yoshi Takahashi	
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〔論文審査の要旨〕 (Summary of the Dissertation Evaluation)			
<p>The dissertation investigated non-high potentials (NHPs), who have been underexplored in talent management research and practices, and discussed the effects of measures to improve their attitude and intention to behavior based on the results of vignette-based randomized controlled trials. The subjects are the officials of the Directorate of General Taxation, Indonesia, who have satisfied the basic criteria to be “talents” for promotion but have not been selected until the latest selection process.</p> <p>The chapter structure of the dissertation is as follows. After an introduction in Chapter 1, Chapter 2 found the effect of appraisal methods in talent selection on the NHP outcomes such as job satisfaction. Chapter 3 concluded that resource distribution between “talents” and NHPs as well as transparency of procedure information affect the NHP outcomes. In Chapter 4, the effect of communication such as procedure information in advance and face-to-face feedback of the result was confirmed on the NHP outcomes. Chapter 5 is the conclusion.</p> <p>The dissertation contributes to the literature by identifying effective practices to motivate NHPs even if they face unfavorable results, which may facilitate the discussion for the “third way” beyond the controversies between exclusive and inclusive talent management.</p> <p>The main contents of this paper have already been published as two ESCI journal articles. As a result of the above examination, the committee unanimously agreed that the dissertation is of sufficient value to confer the degree of Doctor of Philosophy in Business Administration.</p>			
<ol style="list-style-type: none"> Alimansyah, M. and Takahashi, Y. (2023), "How does perceived organizational justice mediate talent management of non-high potential employees and their outcomes?", Journal of Advances in Management Research (ESCI), Vol. 20 No. 1, pp. 79-95. https://doi.org/10.1108/JAMR-04-2022-0074 Alimansyah, M. and Takahashi, Y. (2023), "Talent management practices for non-high potentials in the public sector: effect of appraisal methods on work outcomes", Evidence-based HRM (ESCI), Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/EBHRM-03-2022-0059 			
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備考 要旨は、1,500字以内とする。

(Note: The summary of the Dissertation should not exceed 500 words.)