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(225)

(Sweem , 2009)

.2012/11/4

v.merv@yahoo.com  
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(Lockwood, 2007).

(Jawaharrani et al., 2011)

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.(Duren, 2010)

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.Duren (2010)

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(Hudson, 2005) : .2

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(Greenhaus , Allen

.Foley, 2004)

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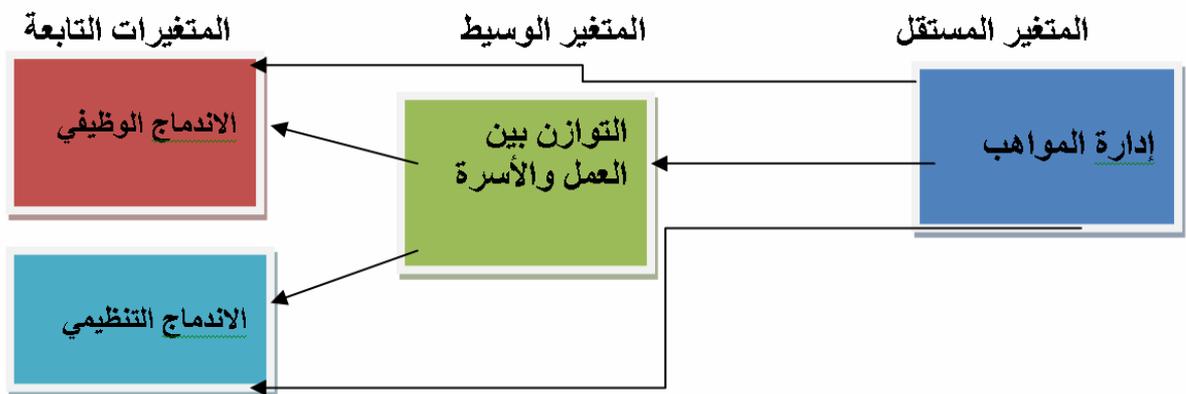
Alewweld and Von Bismarck (2002, 2003)

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(Dernovsek, 2008)

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Lockwood(2007)



(1)

:(Deisem,2008)

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:(Saks,2006)



442

.Saks (2006)

• (Naidu , 2011) •

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(Umeh,

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-(Sekran,2006)

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$$n = \frac{X^2 N P (1-P)}{D^2 (N-1) + X^2 P (1-P)}$$

:(\*)

= n

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= N

408

= P

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%50

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= D

(408)

%6

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(1)

(

=X

3.84

(0.05)

:

%80

(2011/ 2010)

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(\*)

(291)

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(10)

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(Kenexa

.Research Institute, 2009

(10)

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(Saks,<sup>1</sup>

:

2006)

(5)

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(5-1)

.(Podsakoff et al., 2003)

(5)

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(235)

(10 -6)

%80.75

(7)

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.Greenhaus, Allen and Foley( 2004)

%77.31

(225)

%10

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I= 2 =

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.(Rego & Cunha, 2008)

(1)

(1)

0.898	0.808	10		1
0.840	0.770	10		2
0.944	0.892	7		3

(1)

(%70)

(y)

(1)

**Path analysis**

SPSS/PC

SPSS Version 18  
Amos Version 18

(2)

(x)

(2)

	( )	(R <sup>2</sup> )	T			
-	0.001 0.000	0.372	3.485 11.483	1.217 0.031	4.240 0.360	
131.863 =		F	0.61 = R	0.01 =	1.96 =	T

(R<sup>2</sup>)  
 (%0.36) ( )  
 ( ) (P = (0.36) 0.000)  
 (0.64) (11.483) (T) - -

$$Y = 4.24 + 0.36 x$$

(0.36)

.2

R

(0.61)

:(3)

(3)

	( )	(R <sup>2</sup> )	T			
-	0.013		-2.491	1.413	-3.520	
	0.000	0.519	15.502	0.036	0.564	
		240.305 =	F	0.72 =	R	
		0.01 =		1.96 =	T	

Y = -3.520 + 0.564x : (P (0.564) = 0.000)  
 (15.502) (T)

(				
			(0.564)	
"				(0.36)
"		(0.564)		
(Driving Performance and Retention Through Employee Engagement, 2004; Bano et al., 2010)				
:				-
"				
		R		-
				)
		"	(0.72)	(
(	)			
		(4)		
			(R <sup>2</sup> )	-
			(%51.9)	(
:			(	)
		)		(%48.1)

(4)

**0.000	0.577	←
**0.014	0.157	←
**0.000	0.519	←
**0.000	0.285	←
**0.000	0.555	←
		5.776 = <sup>2</sup> 0.05 **

(0.285)

4

0.577

= (0.577 × 0.285)

0.05

0.1644

0.577

(0.555)

0.157

× 0.157)

(4)

0.09059 = (0.577

5.776 <sup>2</sup>

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(0.519)

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(%51.9)  
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( Saks (2006)  
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.Cropanzano and Mitchell(2005)

(Frank et al.,

.2004)

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**The Impact of Talent Management on Employee's Engagement through Work – Family Balance As a Mediator: A field Study on Zagazyg University Hospitals**

*Mervat Mohammed Elsaied Morsy\**

**ABSTRACT**

This study aimed at exploring the impact of talent management on two types of employee's engagement, are, which art: job engagement and organizational engagement.. In addition, the study determined whether the variable of work – family balance mediates this relationship or not. The sample consisted of (225) subject of doctors who are working in Zagazyg university Hospitals. The study concluded that talent management had an effect on two types of employee engagement, and asserted that variable of Work – family balance mediated the relationship between talent management and the two types of employee engagement.

**KEYWORDS:** Talent management, Work – family Balance, Job Engagement, Organizational Engagement.

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