

**Talent Management, Employee Well-being and Innovative Behaviour of Human
Resource Staff in Universities, Oyo State, Nigeria**

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of Communication & Information Sciences,
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Certification

This is to certify that **Olanike Victoria AHAMZE** with matriculation number **LCU/PG/003094** carried out this study titled “**Talent Management, Employee Well-being and Innovative Behaviour of Human Resources Staff of Universities in Oyo State, Nigeria**” in the Department of Information Management, Faculty of Communication and Information Sciences, Lead City University, Ibadan, Oyo State, for the award of Master Degree (MSc) in Office and Information Management under my supervision.

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Dedication

This research work is dedicated to the Almighty God who enabled me to carry it out successfully. To Him be all the glory.

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Abstract

The study investigated the influence of talent management and employee well-being on the innovative behaviour of human resource staff in universities in Oyo State, Nigeria. A cross-sectional survey research design was adopted. The population consists of human resource staff in universities in Oyo State, Nigeria. A total enumeration approach was adopted, utilizing a validated questionnaire to collect data. The reliability coefficient for the constructs ranged from 0.675 to 0.815. The data collected were analyzed using descriptive and inferential statistics. Findings revealed that talent management practices have a strong positive and statistically significant influence on innovative behaviour (Adj. $R^2 = 0.274$; $p = 0.000$), and employee well-being also has a strong positive and statistically significant influence on innovative behaviour (Adj. $R^2 = 0.336$; $p = 0.000$). Furthermore, the combined influence of talent management and employee well-being on innovative behaviour is significant (Adj. $R^2 = 0.480$; $p = 0.000$). The study concluded that effective talent management practices and enhanced employee well-being are critical to fostering innovative behaviour among human resource staff in universities. It is recommended that university management should invest in comprehensive talent management programs and well-being initiatives to enhance innovation.

Keywords: Employee Well-being, Human Resource Staff, Innovative Behaviour, Talent Management, Universities

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List of Acronyms

Abbreviation	Meaning
JD-R	Job Demands-Resources
ECB	Egyptian Commercial Bank
HR	Human Resources
HRM	Human Resource Management
IWB	Innovative Work Behaviour
SPSS	Statistical Package for Social Science
IOC	Innovative Organisational Culture
POS	Perceived Organisational Support
CP	Creative Performance
IB	Innovative Behaviour
HAW	Head, Heat, and Wallet
OIC	Outcome, Impact, and Contribution
EFA	Explanatory Factor Analysis
CFA	Confirmatory Factor Analysis