

At present economic reality, marked by *i.a.* intense market competition and great dynamics of changes in the organizations' environment, managers are forced to seek and implement more and more up-to-date management methods, techniques and tools which will give them a competitive advantage. The managers' efforts are supported by scientific studies. As a result, in the last years both scientists and managers have significantly contributed to the array of the concepts known today. The concept that has risen a particular interest in the scientific and business environment is the human resources management (HRM) due to empirically proven impact of the HRM policies and practices on the organizational effectiveness. Presently, one of the priorities of the human resources management is talent management which is defined as a set of HRM practices applied in relation to the limited resources of talents in the organization.

Despite ongoing discussions on the talent management issue it is observed insufficient of empirical evidence which would confirm that the efforts of companies in this respect have impact on individual outcomes. Due to this gap in the scientific literature managers lacks scientific grounds for taking decisions related to the talented employees. The studies devoted to the relation between talent management and individual outcomes is of particular importance taking into account current economic situation. When the financial capital becomes commonly accessible and process and product innovations can be easily imitated, the talent is a rare feature that is very difficult to imitate and may be a source of a sustainable competitive advantage. However, the relations between talent management and individual outcomes is not isolated from factors inside the organizations and external ones. The conditions that may have a significant impact on the aforementioned relation are positive organizational phenomena, such as positive orientation or mindful organizing. These phenomena are the signs of positive management, which aims its attention at positive attributes, processes and the outcomes of the organization and its members. These issues that have been previously overlooked or underestimated to the positive management, however, occur to be vital in order to make the organization become successful. Scientific literature indicate that positive organizational phenomena have impact on the relations between talent management and individual level outcomes. These relations are domain of the theoretical speculations. Therefore, there is a need of determining whether the signs of positive management enhance the impact of talent management on individual level outcomes. Verification of the above will enable a more complex look at conditions concerning talent management.

The project aims to fulfill the research gap that exists in the literature which may be expressed in the question: what is the relation between talent management practices and individual outcomes in the context of positive organizational phenomena that constitute the signs of positive management? Therefore, the main objective of the planned studies is to identify talent management results on individual level and determine the impact of the positive management variables on the relation between talent management and individual level outcomes. The research will allow to broaden the knowledge about the nature of talent management and positive management and about results of practices in this respect on individual outcomes.