Title: Predicting business resilience through talent management strategies in the banking industry

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Abstract: The unpredictability of the business environment caused by several unforeseen circumstances has necessitated for resilience consciousness that are driven by effective talent management strategies. Thus, the aim of this study is to investigate the prediction of business resilience through talent management strategies in selected interest deposit money banks operating in the South-Eastern Nigeria with human capital and resilience theories as the baseline theories. Accessible population of 20 interest deposit money banks that are licensed by the Central Bank of Nigeria constitutes the organisations under investigation. Simple random sampling technique was used to select the twenty interest deposit money banks in south-eastern parts of Nigeria. Questionnaire served as a method for data collection. Frequency distribution was used to analyse the participants' demographic profiles while formulated research proposition was analysed with linear regression with SPSS version 25. The results of the investigation revealed talent management strategies predicted the measures of business resilience.

Keywords: Business resilience, Resilience, Talent management strategies, Human capital theory, Resilience theory, Human resource

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