



[Home](#) → [International Journal of Business Innovation and Research](#) → [Vol. 30, No. 3](#)

 NO ACCESS

Talent management practices in startups and their effects in innovation, intrapreneurship, and internationalisation

Fernando Almeida and Jorge M. Oliveira

Published Online: February 28, 2023 · pp 370-388 · <https://doi.org/10.1504/IJBIR.2023.129363>



ABOUT

Abstract

This study explores the role of talent in the processes of innovation, intrapreneurship, and internationalisation of startups. For this purpose, an empirical study was conducted with 226 Portuguese startups, and the impact of these components was analysed using the structural equation model. The findings indicate that talent attraction, development, and retention practices have a positive impact on innovation. However, the same correlation was not verified for intrapreneurship practices. Furthermore, both innovation and intrapreneurship are two determining elements in startups' internationalisation activities. This study offers pertinent contributions to the establishment of policies to support the internationalisation processes of startups, in which talent management emerges as a determining factor for its sustainable growth.

Keywords

human capital, talent, entrepreneurship, internationalisation, innovation

[← Previous Article](#)

[Next Article >](#)

Collections

[Computing and Mathematics](#)

[Economics and Finance](#)

[Education, Knowledge and Learning](#)

[Energy and Environment](#)

[Healthcare and Biosciences](#)

[Management and Business](#)

[Public Policy and Administration](#)

[Risk, Safety and Emergency Management](#)

[Science, Engineering and Technology](#)

[Society and Leisure](#)

Information

[Help / FAQs](#)

[For Librarians](#)

[Interested in publishing with Inderscience? !\[\]\(235bfe13ebf007ce2eea9e689707fac7_img.jpg\)](#)

[About Inderscience !\[\]\(eabd9f9ababee93effadc3b380fe65fd_img.jpg\)](#)

Connect

[Contact us](#)

 **Newsletter** ([subscribe for free !\[\]\(5a6551557c623b42379c503783a5133a_img.jpg\)](#)).

 **Blog**

 **RSS**

 **Facebook**

 **Twitter**



© 2023 Inderscience Enterprises Ltd.

[Privacy Policy](#)

