Data Article

Q1 # Data regarding talent management practices and innovation performance of academic staff in a technology-driven private university

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ABSTRACT

The article presented an integrated data on talent management practices and innovation performance of academic staff in a technology-driven private university in Nigeria. The study adopted a quantitative approach with a survey research design to establish the major determinants of talent management practices. The population of this study included academic staff and the use of questionnaire was adopted to elicit from the study population. Data was analysed with the use of structural equation modelling and the field data set is made widely accessible to enable critical or a more comprehensive investigation. The findings identified talent development and retention strategies as predictors for facilitating innovation performance in the sample University. It was recommended that management of the sampled university will consistently need to adopt reliable range of strategies to attract and retain people for excellence performance.

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Specification Table

Subject area	Business, Management
More Specific Subject Area:	Organizational Behaviour and SHRM
Type of Data	Primary data
How Data was Acquired	Through questionnaire
Data format	Raw, analyzed, Inferential statistical data
Experimental Factors	Population consisted of selected academic staff of a technology-driven university in Nigeria. The researcher-made questionnaire which contained data on talent management practices and Innovation performance
Experimental features	Talent management is a major determinant of organisational success and should be at the forefront of organisational policies and culture.
Data Source Location	Lagos, Nigeria
Data Accessibility	Data is included in this article

Value of data

- The data can be used by managers to properly make decisions that in the long-run would lead to goal attainment in the organization.
- The data can be used to enlighten managers on the importance of retention attributes and how it can be beneficial to the overall wellbeing of the organization.
- The data provides ample knowledge on how different organisational retention attributes can interact effectively by building healthy relationship and sustaining greater commitment.
- Generally, data acquired from this study would be significant for organizational goal achievement, proper building of corporate image which would in turn lead to organizational success
- The data described in this article is made widely accessible to facilitate critical or extended analysis.

1. Introduction

Q4   Business firms tend to improve performance through generation and implementation of various policies, strategies and actions that would help to retain committed employees. Talent management is a major determinant of organisational success but highly misconstrued in a competitive and demanding environment like the educational sector. Today, institutions especially the private universities in Nigeria are becoming more conscious of how and why talents need to be identified and managed. Several strategies have been put in place by many private universities to stimulate these practices, but despite the efforts, the issue of turnover, brain drift and low performance still become worrisome especially in the Nigeria's context.

2. Data

The study is quantitative in nature and data were retrieved from staff (teaching and non-teaching) of Covenant University. This paper adopts the talent management measurement proposed by Winfield (1994) and it covers the three (3) major indicators such as talent attraction (recruitment); talent development (capacity building) and talent retention. Meanwhile, the measurement for talent