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Talent Management Model in the Context of Coopetitive Interaction and the Knowledge Economy

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Abstract: This article examines the talent management model in the context of the modern knowledge economy, emphasizing the importance of coopetitive interaction among business, education, and science. Effective talent management has become a critical factor in ensuring organizational development and innovation in this rapidly evolving environment. The study addresses how coopetition—a strategic combination of cooperation and competition—can enhance the effective utilization of intellectual potential across different sectors, contributing to long-term competitiveness and innovation. The authors thoroughly analysed the literature, exploring fundamental principles and approaches to talent management that are essential for developing competitive organizations in the knowledge economy. The study identifies critical challenges that organizations face in attracting, developing, and retaining talent, particularly in light of fast-paced technological advancements and the growing complexity of the labor market. Additionally, the researchers emphasize the need for cross-sector cooperation, arguing that integrating business, education, and science is pivotal for creating an innovative environment where talent can thrive. The article's central focus is coopetition, which involves a delicate balance between collaborative efforts and competitive strategies among businesses, educational institutions, and research entities. This coopetitive approach is presented to maximize the intellectual resources available within the knowledge economy, ensuring the effective development of creativity, knowledge, and innovation. Furthermore, the research addresses talent retention challenges, particularly in sectors with high demand for skilled workers. It emphasizes the importance of providing continuous opportunities for professional growth and innovation integration. The proposed talent management model is comprehensive and considers the unique aspects of the modern labor market. The model highlights the necessity for organizations to attract talent and create an environment where employees can continuously develop their skills and contribute to the organization's innovation processes. The practical implications of this study offer a framework for organizations seeking to implement effective talent management strategies that align with the needs of the knowledge economy. In conclusion, the article presents a detailed analysis of a new talent management model that promotes competitiveness and innovation through coopetitive interaction among business, education, and science. This model is particularly relevant in today's knowledge-driven economy, where the ability to manage talent effectively plays a crucial role in organizational success. By fostering coopetition and ensuring the optimal use of intellectual potential, the proposed model contributes to developing innovative, competitive, and sustainable organizations capable of thriving in the knowledge economy.

Keywords: coopetition; coopetitive interaction; knowledge economy; model; talent management.

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1. Introduction. In the modern world, where rapid technological changes and the growing importance of knowledge dictate the pace of progress, the interaction between education, science, and business has become a key driver of development. Within this dynamic environment, effective talent management is critical for ensuring the success of organizations and entire economies. Coopetitive interaction, which combines cooperation and competition, has significantly shaped talent management models. Organizations now face increasing pressure to identify, attract, and retain top talent to maintain their competitive edge while fostering innovation and improving efficiency. As a result, talent management is more than just an operational necessity; it is a strategic priority for organizations.

The coopetitive interaction between business, education, and science creates new avenues for innovation, enabling organizations to tap into academic expertise, leverage scientific advancements, and tailor workforce training to meet industry needs. This partnership between sectors facilitates the development of cutting-edge technologies and ensures that organizations are equipped with a highly skilled workforce capable of navigating complex and rapidly evolving markets. Therefore, talent management in this context must be flexible and adaptive to respond to these ongoing changes.

Research in the field of talent management over recent years has significantly expanded our understanding of how organizations can leverage human resources to achieve strategic goals. Evans & Rodriguez-Montemayor (2019) emphasized the importance of a global approach to talent management, particularly in international competition. Krishnan & Scullion (2017) examined the dynamic aspects of talent management in SMEs, highlighting the importance of flexibility and adaptability. Other studies, such as Gallardo-Gallardo et al. (2020), have shown that talent management is critical for supporting innovation processes and ensuring competitive advantages under contemporary conditions. However, while these studies explore various aspects of talent management, they need to adequately address the role of coopetition as a tool to increase the effectiveness of interactions between business, education, and science.

This paper contributes to the academic literature by developing a comprehensive talent management model that considers the knowledge economy's specific characteristics and is aimed at fostering effective coopetitive interaction between business, education, and science. The model proposed in this paper emphasizes the importance of balancing cooperation and competition to stimulate innovation, increase creativity, and enhance employee productivity. Through this approach, conditions are created for the continuous professional development of talent, which, in turn, contributes to the long-term growth of organizations and society as a whole. Collaboration among business, education, and science allows for more effective development of knowledge and technologies while simultaneously encouraging competition that drives the implementation of advanced solutions and new approaches.

Thus, the proposed model not only enhances the competitiveness of organizations but also creates the conditions for talent development in a constantly evolving market environment. The article is divided into two main parts. The first part discusses the theoretical foundations of talent management, including the concept of talent, its role in the modern knowledge economy, its features, and the coopetition between business, education, and science. The second part presents the applied development of the talent management model, which considers the specific characteristics of cooperative interaction among these sectors.

2. Literature Review. The topic of talent management in consideration of competitive interaction and the knowledge economy has attracted considerable attention from researchers and practitioners in management and business development in recent years. Important sources of this topic have been researched by scientists (Evans & Rodriguez-Montemayor, 2019; Krishnan & Scullion, 2017; Gallardo-Gallardo et al., 2020; Kaliannan et al., 2023; Kumar, 2022), who consider the impact of talent management on organizational competitiveness under coopetitive conditions. Talent management in the context of coopetitive interaction and the knowledge economy is determined by key principles to maximize staff potential and achieve the organization's strategic goals. According to the work of scientists (Wang & Chen, 2022; Devece et al., 2019; Roth et al., 2020; Nyemba et al., 2021), coopetitive interaction between different sectors contributes to the effective use of intellectual potential and value creation through knowledge and resource exchange. Effective talent management can significantly increase organizational competitiveness by providing access to the necessary knowledge and skills.

Another critical area of research is the relationship between talent management and organisational innovation processes. The results of these studies highlight the importance of cooperation in different sectors, such as business, education, and science, to ensure sustainable development and innovation.

2.1. The concept of talent and its role in the modern knowledge economy

In the modern knowledge economy, where the primary resource is knowledge, information and intellectual capital (Hadad, 2017), the concept of talent plays an important role. Talent are the individual characteristics and abilities of a person, manifested in a high level of competence and potential for success in a particular area or industry (Ansar & Baloch, 2006; Gallardo-Gallardo et al., 2013). In the context of the knowledge economy, talent encompasses different kinds of skills and giftedness, from research to creativity in the arts, and they are vital resources for creating a competitive and innovative society (Martins et al., 2014; Cheese, 2007).

Talented individuals in the knowledge economy have an understanding, expertise and creative approach to the creation, transmission and application of knowledge in various fields, such as science, technology, engineering, and management (Camagni & Capello, 2009; Elegbe, 2016). Such workers are a source of innovation and competitiveness, creating new ideas and approaches, promoting knowledge and expertise, and creating a stimulating environment for creativity and innovation. The role of talent in the modern knowledge economy can be considered from several aspects (Valenti & Horner, 2020; Acemoglu, 2008):

1. Innovation and competitiveness. Talented employees can be a source of new ideas and innovations that contribute to improving products and services. They can quickly adapt to changes and develop better solutions, making companies more competitive in the market.

2. Development of knowledge and expertise. Talented professionals contribute to developing knowledge in their field through active participation in research, cooperation with colleagues and the introduction of the latest technologies. They are catalysts for the intellectual development and expansion of knowledge boundaries in their field.

3. Creativity and stimulation of the innovation environment. Talented individuals often create a positive environment for innovation, where employees feel free to express their ideas and suggestions. It contributes to the development of creative thinking and the more effective work of the team as a whole.

4. Attracting and retaining talent. Companies that can effectively attract and retain talented employees have an advantage in the labor market. These employees are motivated by high wages and the possibility of professional growth, development and recognition of their achievements.

5. Consequently, talent in the modern knowledge economy is a key factor determining the success of enterprises and organizations. Its effective management and maximization of potential can become strategic factors determining competitiveness and development in the modern world.

2.2. Talent management in the context of the knowledge economy

Talent management and the knowledge economy are interoperable and interdependent, as both concepts focus on the effective use and development of human capital to achieve the strategic goals of the organization and society as a whole. Talent management in the context of the knowledge economy reflects a strategic approach to attracting, developing and retaining highly skilled workers in an environment where knowledge and innovation become the primary sources of competitive advantage (Talpoş et al., 2017; Bird & Beechler, 1995; Heinen & O'Neill, 2004; Elexova, 2009). Features of talent management in the context of the knowledge economy:

1. Strategic talent planning. Talent management in the knowledge economy involves careful planning of staff needs, considering the company's strategic goals and rapid changes in technology and market conditions.

2. Development of knowledge and skills. In a knowledge economy, continuous learning and development are essential. Talent management includes developing training and development programs that help employees maintain and develop their knowledge and skills per the needs of the company and the industry as a whole.

3. Stimulating creativity and innovation. Talent management in the knowledge economy aims to create a conducive environment for developing creativity and innovation. This approach includes incentive programs that support the ideas and experiments of employees, as well as investments in research and development.

4. Flexibility and adaptability. In the knowledge economy, the rate of change is the norm. Talent management should be flexible and adaptive to new challenges and opportunities arising from technological changes, market conditions and other factors.

5. Retaining talent. In the knowledge economy, the struggle for highly skilled workers is fierce. Effective talent management includes retention strategies, such as developing career paths, creating favourable working conditions and recognizing achievements.

Therefore, talent management in the context of the knowledge economy requires a strategic approach to provide the company with the necessary qualifications and skills and the ability to think innovatively and adapt to a rapidly changing environment.

2.3. *Concept of coopetition among business, education and science in the context of talent management*

The term coopetition combines elements of cooperation (collaboration) and competition. Collaboration facilitates the exchange of knowledge and resources between participants, whereas competition stimulates the search for innovative solutions and improves the quality of products or services (Urgal et al., 2013). Competitive interaction refers to a situation where competing organizations cooperate in certain aspects to achieve common goals while leaving competition in other aspects (Walley, 2007). Coopetition in business, education and science in the context of talent management is a strategic approach to cooperation and interaction between these sectors to attract, develop and manage talent to achieve the common goals of innovative development. This concept considers the importance of coopetition in business, education, and science and the competitive dynamics arising from their interaction.

Characteristics of coopetition in business, education, and science in talent management:

1. Collaborative creation of knowledge and innovation. Business, education and science can work together to create new knowledge and innovation. Companies can provide financial support for scientific research, whereas science can provide technical and scientific expertise. Educational institutions can train personnel with the necessary skills and knowledge for business.

2. Exchange of experience and resources. Each of these sectors has resources and expertise that can be useful to others. For example, a business can access its data or market research for scientific research, whereas science can provide technical support to solve business problems.

3. Talent development. Collaboration between the sectors studied can help identify, develop, and retain talented workers. Educational programs can be tailored to business needs, and scientific research can help build new talent management methods.

4. Creating an innovative environment. Working together between business, education, and science creates an environment where ideas and solutions can emerge and evolve. This trend can stimulate competition between different industries and facilitate the rapid development and introduction of new technologies.

Consequently, the coopetition of business, education and science in talent management allows us to create an effective platform for cooperation, innovation and development, contributing to the success and competitiveness of all parties.

3. Methodology and research methods. The methodological foundation of this research is based on a theoretical framework derived from a comprehensive analysis of existing scientific approaches and concepts in the field of talent management within the knowledge economy. The first stage involved systematically selecting scientific literature on talent management in the knowledge economy. The main criteria for literature selection were relevance, representativeness, and scientific comprehensiveness. Relevance was ensured by choosing articles and studies published primarily in the last ten years, aligning them with current labor market conditions and the latest trends in talent management. Representativeness was guaranteed by the selected works covering various approaches and definitions of the concept of "talent" from different sectors of the economy, science, and technology, thereby ensuring a holistic approach to analysis. Scientific comprehensiveness prioritized publications in peer-reviewed journals and monographs authored by recognized experts in the fields of talent management and the knowledge economy. The literature review also included an analysis of critical definitions of talent and its role in creating and disseminating knowledge. This approach facilitated a deeper understanding of how talent impacts innovation and organizational competitiveness within the contemporary knowledge economy.

The second stage of the research involved assessing traditional talent management models via comparative analysis. The evaluation of strengths and weaknesses was based on criteria such as flexibility in adapting to changing market conditions, effectiveness in attracting and retaining talent, and compliance with the demands of the knowledge economy. A separate assessment was conducted on the adaptation of these models to the knowledge economy, where critical criteria included innovation, the model's ability to stimulate creativity and innovation, the effectiveness of methods for attracting and developing human capital in line with the requirements of the knowledge economy, and coopetition among sectors. Specifically, the ability of models to foster collaboration among scientific, educational, and business institutions was evaluated.

The third stage of the research involved the application of analytical methods such as thematic and structural analysis. Thematic analysis was employed to identify key themes and concepts in the literature related to talent management and its role in the knowledge economy. This method allowed for structuring information and identifying the most relevant aspects for further analysis. Structural analysis, in turn, was used to compare and synthesize the results of various studies, identifying connections between different approaches to talent management and their influence on innovation and competitiveness.

The final stage involved the development of a comprehensive theoretical model of talent management that integrates all the aspects above. The model is based on the theoretical foundations of the knowledge economy and cooperative interactions among sectors, considering the characteristics of the contemporary labor market. It emphasizes approaches that foster innovation, promote collaboration, and ensure effective human capital management.

4. Results. The development of a talent management model in the cooperative context of business, education, and science interaction is essential for creating a knowledge economy. The modern environment is characterized by high competition and rapid change, which requires organizations and institutions to manage their talents effectively. In the context of coopetition, where there is competition and cooperation, talent management should help balance these two parts. The talent management model should promote an enabling environment for developing and using employee talent, promote collaboration and knowledge sharing, and encourage competition that promotes individual skills and teamwork. Such a model should be flexible and adaptive to changes in market conditions and technological trends and ensure the improvement of personnel management strategies.

In addition, talent management in a cooperative context involves the creation of favourable conditions for developing communication abilities among employees, which contributes to improving both individual and collective results. Given these features, creating a talent management model in cooperative interactions is necessary to achieve successful results in modern business, education and science. Figure 1 presents a talent management model in competitive business, education, and science interaction.

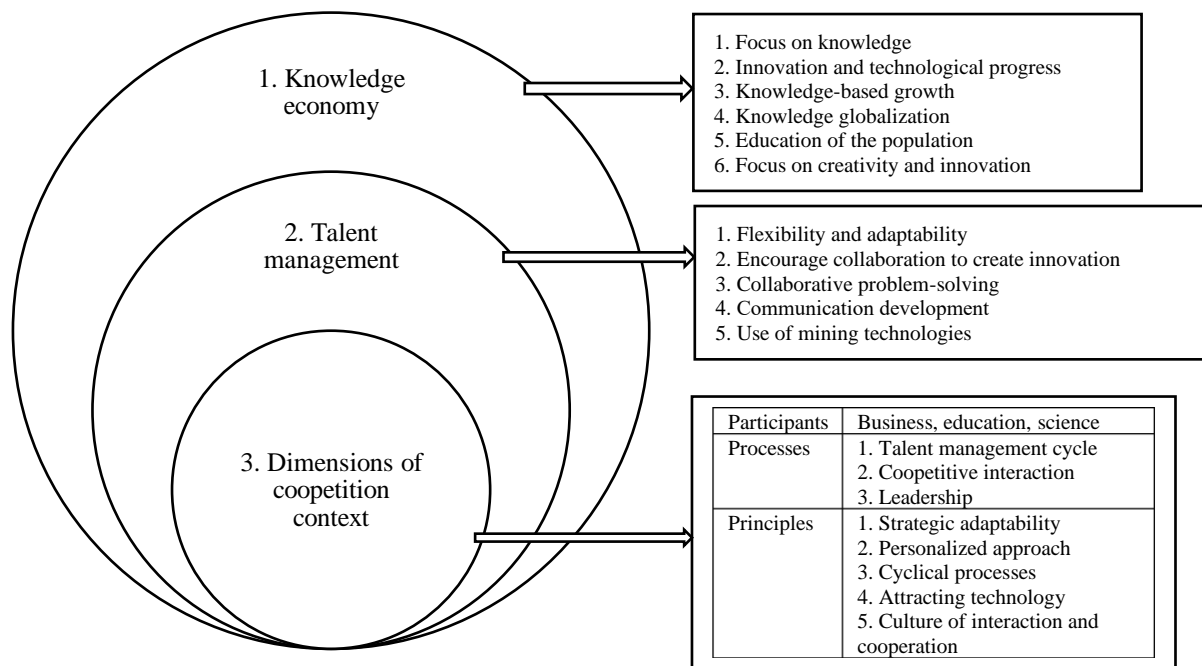


Figure 1. Talent management model in cooperative business, education and science interactions

Sources: developed by the authors.

Consider each block of the model in detail:

1. The knowledge economy differs from other types of economies because of its features (Castaneda & Cuellar, 2020; Unger, 2022):
2. The primary resources in the knowledge economy are knowledge, information, and intellectual capital. Organizations and countries invest in accumulating, developing, transferring and using knowledge to ensure a competitive advantage.
3. The knowledge economy stimulates innovation and technological progress. The rapid pace of change in technology and knowledge requires constant updating and adaptation.
4. The success of enterprises and countries in the knowledge economy often depends on their ability to use and develop knowledge to create value effectively.

5. Knowledge and information spread rapidly through global networks of communications and technology, creating new opportunities for cooperation and competition.

6. The education and qualifications of employees become critical factors in competition. Educated consumers and employees provide high-quality work and consumer opportunities.

7. The knowledge economy promotes creativity and innovation, as creating new ideas and products is key to success in a competitive environment.

Knowledge and innovation are key drivers of development in a modern economy, and effective talent management has become a strategic necessity for enterprises, educational institutions, and scientific organizations. Given this, the talent management model should promote the identification and development of individual abilities and skills and facilitate their interaction and exchange, which will occur through cooperation in different sectors.

Talent management in cooperative interactions reflects the specifics of human capital management in an environment where organizations, institutions, or specialists simultaneously compete and cooperate (McDonnell, 2017). It requires specific characteristics that contribute to the success of talent management in various fields, such as business, education, science and the knowledge economy.

Flexibility and adaptability are characteristics of talent management that determine the importance of responding quickly to market conditions and changes in technological dynamics. Fostering cooperation to create innovation is essential in a competitive environment where collaboration between professionals and organizations becomes a conduit for developing new ideas and products. In addition, collaborative problem-solving and developing communication abilities contribute to successful talent management in cooperative interactions. The use of intellectual analysis technologies in talent management allows talent to be effectively identified and managed in a competitive and collaborative environment, which may include data analysis of candidates' skills, abilities and potential to ensure optimal selection and talent development (Hongal & Kinange, 2020; Yildiz & Esmer, 2023; Pagan-Castaño et al., 2022).

The proposed characteristics help create a strategic ability for organizations and industries to work in conditions of competition and cooperation, using the potential of talent for joint development and innovation.

The talent management model in cooperative interaction and the knowledge economy is based on several key principles and processes to maximize staff potential and achieve the organization's strategic goals.

4.1. Dimensions of the cooperation context

The talent management model in cooperative interaction and the knowledge economy includes various components, each of which plays an important role:

1. Business acts as the primary driver of demand for talent and the realization of its potential. Companies set strategic goals and talent needs by creating appropriate talent acquisition, development and retention programs. They can also promote talent development through investments in education and research.

2. The education system prepares talent for the labor market, providing it with the necessary knowledge, skills and competencies. Educational institutions play a crucial role in developing and acquiring talent, contributing to their professional development and adaptation to societal changes in the knowledge economy.

3. The scientific field is the source of the latest knowledge and technologies that stimulate innovation and development in the knowledge economy. Scientists and researchers bring a significant intellectual component to talent management by studying talent psychology and developing new methods and approaches to their identification and development.

The interaction of business, education and science in this model promotes the efficient use of talent, stimulates innovation and ensures competitiveness in the knowledge economy. Thus, the talent management cycle, cooperative interaction, and leadership are essential to the talent management model. The following is how they can be integrated:

1. The talent management cycle includes planning, attracting, developing, evaluating and retaining talent. This cycle helps organizations leverage and build their human capital (Mujtaba et al., 2022; Han, 2022).

2. Cooperative interaction reflects cooperation and competition between sectors (business, education, science, etc.) to achieve common goals. Talent management refers to joint training and development programs, the exchange of experience and talent between organizations, etc. (Navio-Marco et al., 2021; Shvindina, 2019).

3. Leadership plays a vital role in implementing talent management strategies. Organizational leaders can create a stimulating environment for talent development, define strategic goals and lead teams to success (Almaaitah et al., 2020; Burbach & Royle, 2010).

Principles of the talent management model: The model was developed on the basis of strategic analysis, allowing organizations to adapt to rapid internal and external environment changes.

2. The model considers each employee's unique needs, skills and ambitions, creating individualized talent management strategies.

3. The model includes cyclical processes that allow one to analyse, evaluate and improve talent management strategies constantly.

4. The model uses modern technologies to optimize talent management processes and provide quick access to information.

5. The model promotes a culture of interaction and cooperation among staff.

The proposed model is defined as an integrated talent management model with a methodological focus on the cooperation and interaction of different sectors, such as business, education and science, in the knowledge economy. Its main goal is to optimize the use and development of human capital to achieve strategic goals both at the level of organizations and at the level of the economy as a whole.

The model combines various aspects of talent management into a single system that considers the relationships and interactions of different sectors (business, education, science) and adapts to the needs of the modern knowledge economy.

5. Discussion. The proposed talent management model in the context of cooptation between business, education, and science presents a significant departure from traditional talent management frameworks. This model maximizes intellectual potential and fosters innovation in the knowledge-based economy by integrating competitive and collaborative approaches. The results of this study are consistent with the views of Krishnan & Scullion (2017), who emphasize the importance of a dynamic approach to talent management, particularly in SMEs, where collaboration and knowledge sharing become crucial for innovation. In contrast to existing models, which typically focus on internal organizational processes, the cooptation model offers more significant opportunities for knowledge, resource, and talent exchange across sectors. The open collaboration between businesses, academia, and scientific institutions accelerates the creation of new knowledge, enhancing the competitiveness of organizations. This is consistent with the findings of Gallardo-Gallardo et al. (2020), who emphasize that context is essential for talent management and that open forms of collaboration contribute to better organizational competitiveness.

The novelty of this model lies in its adaptability to rapid changes in labor markets and technological advancements, making it more flexible than traditional approaches to human resource management. Furthermore, it extends coordination beyond the organizational level to include interinstitutional collaboration, generating additional value. The potential applications of this model extend beyond individual organizations. It can be an effective strategic management tool across entire industries and regions, particularly in developing innovation clusters. This approach is consistent with the studies of Corbo et al. (2023), who point to the importance of cooptation within innovation clusters to achieve strategic goals. This opens avenues for future research on intersectoral cooptation and its impact on talent management in various industries. Several areas of future research warrant attention. First, the long-term effects of cooptation interactions on talent retention in business environments should be explored. Second, examining how such models influence the development of creative and technical skills and leadership formation will provide valuable insights. Additionally, it is crucial to consider regional differences when implementing the model across diverse economic contexts.

6. Conclusions. In the modern knowledge economy, where the main resources are knowledge, information and intellectual capital, the concept of talent is essential and unique. Talent includes different skills, and they are a resource for creating a competitive and innovative society in the knowledge economy. Talented individuals in this economic model possess an understanding, expertise and creative approach to developing, transferring and applying knowledge in various fields. The role of talent in the modern knowledge economy is considered a source of innovative ideas and an incentive for a creative environment where each employee can express proposals that contribute to the development of creative thinking and more effective teamwork. Understanding, developing and using talent effectively is critical to achieving success in the knowledge economy, which requires a continuous innovative approach and the active support of talented employees.

Talent management in the knowledge economy contributes to the continuous development and support of highly skilled workers, a stimulating environment for creativity and innovation, and adaptability to rapidly changing market conditions. Effective talent management allows one to maintain the competitiveness and development of the organization in conditions of constant dynamics and changes, which involves attracting

and retaining talented employees and their continuous growth. In addition, talent management consists of creating flexible and adaptive structures that promote innovative thinking and rapid response to change. Companies can secure stability, development and leadership through effective talent management.

The concept of coopetition between business, education and science in talent management unlocks the potential for synergy between these sectors, promoting the exchange of knowledge and resources and the creation of innovative organizational systems where each participant can benefit from joint activities. This opens the way for the joint development and implementation of advanced technologies, the formation of flexible training programs that meet the needs of the labor market, and the creation of favourable conditions for integrating scientific research into production processes. This deep and mutually beneficial connection between business, education, and science stimulates innovation and the development of talent, increasing the competitiveness of organizations as a whole. Therefore, understanding and implementing this concept in talent management is essential for creating an open, dynamic and innovative society.

The development of a standardized integrated talent management model is a necessary stage in the development of a modern knowledge economy. This model acts not only as a tool for personnel management but also as a strategic framework that promotes coopetition, knowledge exchange and stimulation of competition, which contributes to the individual development of talent and overall competitiveness.

The successful implementation of such a management model implies the development of a coopetition culture and the interaction of business, education, and science, which creates a favourable environment where knowledge and ideas can circulate freely, stimulating innovation and development. Such interaction contributes to developing individual talent and creates conditions for collective growth and achieving strategic goals.

In addition, the talent management model should be flexible and adaptive in coopetition to respond effectively to changes in the internal and external environments. This feature involves continuously improving talent management strategies, using modern technologies and data analysis to optimize processes — an essential key factor in forming an effective and competitive knowledge economy.

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Модель управління талантами в контексті коопетиційної взаємодії та економіки знань

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В статті запропоновано модель управління талантами в контексті сучасної економіки знань, з урахуванням важливості коопетиційної взаємодії між бізнесом, освітою та наукою. Ефективне управління талантами є важливим фактором забезпечення розвитку організацій та інновацій в сучасних умовах. В дослідженні проаналізовано, як коопетиція - стратегічне поєднання співпраці та конкуренції – може підвищити ефективне використання інтелектуального потенціалу різних секторів, сприяючи довгостроковій конкурентоспроможності та інноваціям. Автори ретельно проаналізували наукову літературу, де досліджено основні принципи та підходи до управління талантами, що є важливими для розвитку конкурентоспроможних організацій в економіці знань. У дослідженні визначено виклики, з якими стикаються організації у процесі залучення, розвитку та утримання талантів, особливо з огляду на швидкі технологічні зміни та зростаючу складність ринку праці. Дослідники також підкреслюють необхідність міжсекторальної співпраці, тому що інтеграція бізнесу, освіти та науки є необхідною умовою для створення інноваційного середовища, де таланти можуть розвиватися. У статті увагу приділено коопетиції, що передбачає баланс між співпрацею та конкурентними стратегіями бізнесу, освітніх установ і науково-дослідних організацій. Коопетиційний підхід розглядається як спосіб максимізації інтелектуальних ресурсів, доступних в економіці знань, що сприяє ефективному розвитку креативності та інновацій. Крім того, у дослідженні розкрито питання утримання талантів, особливо в секторах з високим попитом на кваліфіковану робочу силу. Наголошено на важливості забезпечення безперервних можливостей для професійного розвитку та інтеграції інновацій. Запропонована модель управління талантами є комплексною та враховує унікальні сторони сучасного ринку праці. Модель підкреслює необхідність для організацій не тільки залучати таланти, а й створювати середовище, де працівники можуть постійно розвивати свої навички та робити внесок у інноваційні процеси організації. Практичні висновки дослідження пропонують рамкову структуру для організацій, що прагнуть впроваджувати ефективні стратегії управління талантами, які відповідають потребам економіки знань. У статті представлено детальний аналіз нової моделі управління талантами, яка сприяє конкурентоспроможності та інноваціям через коопетиційну взаємодію між бізнесом, освітою та наукою. Модель особливо актуальна в сучасній економіці знань, де здатність ефективно управляти талантами відіграє вирішальну роль у досягненні успіху організацій.

Ключові слова: коопетиція, кооперативна взаємодія, економіка знань, модель, управління талантами.