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The Role of Social Intelligence in Enhancing the Supply Chain and Talent Management Competencies According to the Goleman Model: A Survey Study in Kirkuk Governorate's Private Hospitals

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Abstract- The study aims to provide an integrated practical and theoretical framework on the role of social intelligence in enhancing the competencies of supply chain and talent management according to the Golman model. Therefore, Al-Salam Private Hospital / Kirkuk was chosen as one of the service organizations in that province, which needs multiple studies in advanced and modern topics that would enhance Among the talents of talent management among the individuals working in the sample, as well as raise their performance when they have the ability to exploit the available creative minds they have the ability to manage talent in their work, and to add something new to the work of that organization in order to enhance these competencies to achieve a high level from U.S To perform, especially in service organizations, in an innovative way that achieves positive results, hence the problem of the study, which was formulated with a set of questions that aimed to identify the level of social intelligence in enhancing the competencies of talent management, and to determine the relationship of impact and the link between the dimensions of the study dimensions and to achieve that, a set of hypotheses was formulated , An intentional sample consisting of workers in the researched organization was chosen as it is their responsibility to achieve the best levels of performance by strengthening the talent management competencies of the researched organization, their number reached (40) represented in different specialties, where the questionnaire was approved as a key tool To obtain appropriate information in the field and analyze it using statistical means through programming (SPSS), the study reached a set of conclusions, the most important of which was (the presence of a significant correlation between the dimensions of social intelligence combined and the enhancement of talent management competencies in that researched organization) and in the light of those Conclusions The researchers presented a set of proposals that are important to enhance the competencies of talent management in that organization, the most important of which (the necessity of working on the issue of applying the dimensions of social intelligence by encouraging thinking based on its success can be adopted to enhance the competencies of EDA The talent of workers in the respondent organization).

Keywords- *social intelligence, supply chain management, talent management competencies*

1. Introduction

The concept of supply chains is attracting increasing research attention, and has been picked up with enthusiasm by commercial organizations, as a conference at Cranfield recently demonstrated [1-5]. Social intelligence is one of the basic concepts closely related to the personal and behavioral aspects of individuals, and everything that has a relationship in its behavior and character because it generates in its group, and has continuous relationships with the members of the organization, which in turn helps to strengthen the competencies of talent management and its relationships with others, that is, it is characterized by social intelligence and this leads To strengthen these competencies and establish relationships with others, because hospitals are organizational units that play an important role in disseminating knowledge and producing it, and since they represent the important link between other administrative levels, the doctor is one of the most important components of the organizational structure, because intelligence is not achieved a It is only social in the best choice for those who occupy these positions, based on the competencies, among them the talent management competencies, and what he owns of them because the doctor cannot live isolated from the individuals who work in those hospitals appointed by the research.

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1.1 The general framework of the research

1.1.1 Research problem

The objective of a supply chain is to deliver value to a customer at a lower cost than the competition. Value is a mixture of tangible and intangible benefits, specific product features and also image, reputation and responsiveness. As the old marketing adage puts it: 'customers don't buy products they buy benefits'. Social intelligence plays an important role in the life of the individual, and the best way to benefit from it is by employing it towards strengthening the competencies of talent management for doctors. Accordingly, the research problem appears through the following questions:

1- Is there a role for social intelligence in enhancing the competencies of talent management in the research organizations? And it subdivides the following questions
2- What is the level of social intelligence in the researched organizations?
3- What is the level of competencies of talent management in the researched organizations?
4- Is there an association between social intelligence and the enhancement of talent management competencies in research organizations at the macro and micro levels?
5- Is there a significant effect between social intelligence and talent management competencies in the research organizations, at the macro and micro levels?
6- E- Does the impact of social intelligence on the talent management competencies of the organizations discussed differ?

1.1.2 The importance of the study

The research derives its importance from being a new study of the role of social intelligence in enhancing the competencies of talent management as well as the importance that we summarize as follows:

Highlighting the role of social intelligence in enhancing the talent management competencies.

The study contributes to increasing support with attention to the process of social intelligence in the researched service organizations to improve its course and achieve the highest level of talent management competencies.

1.1.3 The objectives of the study

The study aims to achieve measuring and testing the role of social intelligence in enhancing the supply chain and competencies of talent management in service organizations, which are subdivided into the following objectives:

Determine the relationship and impact between social intelligence in enhancing management competencies in

order to work with it to reach the highest levels of development and creativity in service organizations.

Presenting a set of proposals based on the results of the study that would support the role of social intelligence to enhance the highest level in service organizations.

1.1.4 Study Model

In light of the problem of the study, its importance and its objectives, the hypothetical model that clarifies the effectiveness of the role of social intelligence in enhancing the competencies of talent management has been designed.

1.1.5 Study hypotheses

Depending on what is mentioned in the study problem, its importance, goals and hypothetical model, its hypotheses can be formulated with the following:

The first main hypothesis: (There is a significant correlation between the dimensions of social intelligence and the enhancement of the competencies of talent management in the researched organizations).

1- There is a significant correlation between the dimensions of social intelligence (social perception) in enhancing the competencies of talent management overall in the research organizations.
2- There is a significant correlation between the dimensions of social intelligence (organizational proficiency) in enhancing the competencies of talent management overall in the research organizations.
3- There is a significant correlation between the dimensions of social intelligence (social awareness) in enhancing the competencies of talent management overall in the research organizations.
4- There is a significant correlation between the dimensions of social intelligence (the main sympathy) in strengthening the talent management competencies in general in the researched organizations.
   The second main hypothesis: (There is a significant effect between the dimensions of social intelligence in enhancing the competencies of talent management in the researched organizations) and it is subdivided into the following sub-hypotheses:

1- There is a significant effect relationship between the dimensions of social intelligence (social awareness) in enhancing the competencies of talent management in general in the researched organizations.
2- There is a significant effect relationship between the dimensions of social intelligence (organizational prowess) in enhancing the competencies of talent management overall in the research organizations.
3- There is a significant effect relationship between the dimensions of social intelligence (social awareness) in enhancing the competencies of talent management in general in the researched organizations.
4- There is a significant effect relationship between the dimensions of social intelligence (the main sympathy)

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in enhancing the competencies of talent management in general in the researched organizations.

1.1.6 Data collection methods

1- Intellectual framework: In it, we relied on the descriptive analytical method for the most important books and studies, publications, periodicals, letters and treatises related to the subject of the study.
2- The field framework: in which we relied on the survey method, a questionnaire was designed and distributed to the same study, and a personal interview method will be used to ensure the validity of the information contained in the questionnaire after collection and to obtain useful information on the study sample.

1.1.7 The study method

1- Descriptive approach: Through the relevant literature of letters, theses, periodicals, books and articles that contributed to building the theoretical framework for research.
2- Existing research approach and normative analysis: The study relied on this approach, which is one of the approaches that require its use of such a study for justifications related to the nature of the study and the method of dealing with its dimensions.

1.1.8 The limits of the study

1- Time limits: The study period was set from 10/15/2019 to 10/1/2020 for the purpose of obtaining the necessary data.
2- Spatial limits: They were represented in important service organizations, which were (private hospitals in Kirkuk Governorate).

1.1.9 The study tool test

The questionnaire was prepared in the light of the scientific vision achieved through a survey of what is available. The questionnaire will be distributed to a number of experts in order to benefit from their expertise on measuring the dimensions of the study.

1.1.10 Apparent honesty:

In order to reach accurate indicators, it was relied upon (Spss16) program to perform the required statistical analysis. These tools are as follows:

a. Frequencies, percentages, averages, and standard deviations for describing and diagnosing study variables.

B. Correlation coefficient (Spearman): to determine the nature of the relationship of independent variables to a dependent variable.

C. Simple regression coefficient: used to determine the effect of one independent variable in one dependent variable.

D. Multiple and gradient regression: to measure the effect between a number of independent variables in a dependent variable, and to measure the effect variance.

H. The use of a test (t) to determine the significant differences between search variables, as well as the use of a test (f) to determine the effect relationship between search variables.

1.1.11 Description of the respondents:

An intentional sample was chosen from the individuals surveyed, represented by the employees in the departments within the sample, with different jobs, whose number was (40), and it is a comprehensive sample of various specializations. The sample is considered the most important through which it develops and how social intelligence affects the enhancement of talent management competencies, in addition to that it is the sample that needs Such a study, as it is in direct contact with the decisions that concern the work of that hospital, and Table (1) clarifies the personal characteristics of the individuals surveyed:

Table 1. Distribution of the research sample by age, gender, certificate, length of service and scientific title

No	Academic achievement	Number	percentage
1	Medium and below	1	2.5%
2	prep	3	7.5%
3	diploma	10	25%
4	BA	21	52.5%
5	Higher Diploma	2	5%
6	M.A.	3	7.5%

Table 2: average years

No	year	Number	percentage
1	Less than 5 years	8	20%
2	From 6-10 years	8	20%
3	From 11-15 years	11	27.5%
4	From 16- 20 years	3	7.5%
5	From 21-25 years	3	7.5%
6	From 26-30 years	6	15%

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1.2 Theoretical framework for the study.

1.2.1 Social intelligence

The concept of social intelligence

Social intelligence plays an active role in how people interact with each other, because the quality of service and its importance in the hospitality business are a key aspect, also because this is an area that can be improved through the use of social intelligence.

Social skills represent a wide range of abilities that are closely related to building social intelligence. Although social intelligence, the ability to think and act wisely in social situations, was first explored by [6], and later [7] in his model on "behavioral intelligence", it is in the years Just the past few years that social intelligence has been generalized by [8, 9]. Social skills that are essential components of social intelligence include: the ability to express himself in social interactions, the ability to "read" and understand different social situations, knowledge Social roles, grammar and texts, solution skills Personal problems and social role play skills [2].

When we consider social interactions between humans and humans, we see that there are many characteristics that make some people stand out and love them more than others, or that convey an atmosphere of trustworthiness, competence, and reliability [3].

The researchers see attributes and many others as part of the concept of social intelligence that can be seen as a continuum with the socially intelligent person who enhances the competencies of talent management.

B- Definition of social intelligence

In [10] identified social intelligence in terms of behavioral outcomes and succeeded in supporting a distinct field of social intelligence. They defined social intelligence as: "An individual's ability to achieve relevant goals in specific social environments." More recently, In [6] idefinition divides social intelligence into two broad categories: social awareness and social utility. He defined social consciousness as "what we feel toward others," and the social facility defined "what we will do next with this awareness" [4].

Driver defines it as: "The kind of intelligence used in an individual's interaction with others, and in social relationships, and indicates that high social intelligence is synonymous with the concept of tact [5].

Likewise we can know it: the ability to understand the feelings, thoughts, and behaviors of a person, including the person himself, in personal situations and to work appropriately on it [6].

C - Dimensions of social intelligence according to the Goleman model

1- Social Perception
Everyone depends on a certain amount of information about the environment in which they live, and in order for a person to understand himself, he needs to understand the other party, and for the other to understand you, we need to understand it, which gives special importance to this social perception [7] We may know social cognition: it is the process of recognizing the processes that disclose the feelings, emotions, and intentions of others through brief features.

It can also be defined: as an attempt to understand the social behavior of others in terms of its causes and motives according to the methods and means available to the individual [8].

2- Social Dexterity: Dexterity (Ambidexterity) is of Latin origin and means two right-handed hands as well as the use of hands equally or many uses, and its concept can be clarified as "multiple organizational methods that represent the organization's ability to follow two complementary activities simultaneously" [9], and as he defined it [10] as the organization's ability to manage demands in a mission environment that is in conflict or requires exchange. Successful organizations that are adept at managing their daily business at the same time can adapt to the environment and its changes [2] and researchers define it as the organization's ability to use more than one method to perform more than one job at the same time and manage the conflict in the organization For the purpose of achieving its goals.

3- Social awareness is the ability to take a perspective of others and empathize with them from diverse backgrounds and cultures. You can also understand the feelings, needs and concerns of others, capture emotional cues, feel socially comfortable, and learn about the power dynamics of a group or organization. To build social awareness, you need to understand the importance of mindfulness in the social process. So you will not miss the subtle emotional shifts that occur in other people who help you understand them completely [3]

4- The main sympathy
Described as the ability to monitor, distinguish and use emotional information to facilitate thinking. It can be defined as the interplay of emotion and intelligence, or simply the intelligent use of feelings. This intersection between emotion and intelligence assumes not only potential

Capacity or ability, but also preferred emotional patterns and actual emotional behaviors [6]

Therefore, despite mixed research on the relationship between emotional intelligence and job performance, recent meta-analysis found that emotional intelligence positively anticipated performance of high emotional work functions in which there is a regular interaction

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between clients and personalities. A self-assessment model based on the assessment method focuses on the emotional-social traits or patterns that contribute to effective psychological functioning, defining EI as "a subset of social intelligence that includes the ability to monitor one's feelings and the feelings of others." [4]

Second: Talent Management Competencies: We will address them through the following:

1-   **The concept of talent management competencies**:
The concept of competencies arose in the eighties of the last century, especially when globalization and its secretions came in response to organizational changes in human resources [3], and in 1982 the American academic Richard Boyatzis (1982), laying the foundation stone for the work of the murals (Competency Framework), which is an acceptable part of contemporary practices in human resource management,

2-   Definition of talent management competencies: It can be defined as a set of behavioral types that are required to attract managers (develop, use, choose) and retain talented people in order to reach the desired goals. (Idris, Abu Jumah: 2019: 218 He has defined it [7] as knowledge-based employment management that uses its minds more than it uses its hands, and that will play a role in organizational learning and building core competencies.

3-   Dimensions of talent management competencies: We can address these dimensions through the following points:

1-   The purpose of the murals
The purpose of the competencies presented to the public to enhance and ensure the advancement of talent management competencies for the people who enjoy it [5] by explaining the content, purposes, potential benefits, results of tests and interventions in the language that is easily understood by the person or persons for whom it is designed to inform clients orally Or in writing, with goals and objectives, techniques, policies, and ethical standards as appropriate for the service provided as well as describing the purpose of these competencies provided to the organization [4]

2-   Priority from the murals
The talent management competencies have become a priority in the policy agendas of modern economies and societies with the belief that this merit is vital in the labor market and for people in their daily lives, even for those who are not classified as entrepreneurs in the sense of creating new job opportunities, the priorities include knowledge, skills and basic attitudes That helps turn ideas into action [3].

The priorities provide business organizations in general, the human resource, and stakeholders with a targeted view of the targeted results, meaning that this approach includes planning and setting priorities, including:

- Individual safety and certified experience
- The existing human value
- Systems integration
- Enhancing Governance and Accountability [2]

3-   **The path to the competencies**: Supporting organizational change efforts through the development of a wide methodology for talent management competencies directed towards the future, through training, development and evaluation in line with the future situation, as well as the use of other selection procedures that measure these competencies to distinguish between the characteristics of successful employees or individuals Average performance makes it particularly useful for selection [1]

4-   **Competency Performance**: Miller proposes a four-stage evaluation model or levels: "know", "know how", "does", "clarifies how", then focus on the merit-based evaluation rather than the performance-based evaluation where as per the MILLER merit model expects Performance However, the relationship between merit and performance is as complex as pressure, mood, etc. [2]
Successful performance is possible only when there is the necessary and essential knowledge and understanding according to this concept and since it is merit a set of capabilities such as knowledge or the ability to think critically that enhance performance [7]

Supply chain management Concept:

SCM is a holistic approach to monitoring the life cycle of materials as they flow in, though, and out of a business — from production to distribution to returns. The goals and benefits of proper supply chain management go hand-in-hand, but — for the sake of clarity — we'll separate them into two types: (1) functional and (2) financial. The functional goal is efficiency: operating as smoothly as possible. Proper SCM removes friction throughout a company's supply chain: procurement and manufacturing, receiving and warehousing, picking, packing, and fulfillment, as well as reverse logistics (returns).

The second topic

The field

framework of the study

Diagnosing the dimensions of the study dimensions, analyzing the results, and testing the hypotheses

First: Diagnosing the dimensions of the study This axis deals with a diagnosis of the study dimensions. Therefore, descriptive statistical analyzes were used, such as frequency distributions, percentages, arithmetic mean, standard deviations and response percentage on the scale paragraphs for all dimensions using the SPSS 16 program. (2) a diagnosis of the study variables, as shown below: Description and diagnosis of the dimensions of the independent variable (social intelligence) The results of Table (2) indicate the availability of social intelligence according to the

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Goleman model in the researched company and with high agreement rates. The most prominent thing in social intelligence according to the Goleman model was the availability and influence after the main sympathy, which indicates the existence of a major sympathy that affects the talent management competencies in the researched company where The agreement rate reached (71.875%), which is a good indication of the sympathy of the respondents and their interest in achieving the best, with the exception of social awareness, the availability of them was few and this is a positive result for that company.

For the above table prepared by researchers using electronic computer results .

Description and diagnosis of the dimensions of the adopted variable (talent management competencies):

The results of Table (4) below indicate the availability of all requirements for talent management competencies in the researched company, but in varying proportions, and as shown by those ratios, frequencies, arithmetic mean, and standard deviations

Second: Analyzing the correlations between the study variables: In preparation for measuring the relationship and correlation between the study variables and their dimensions, the researchers used: The researchers used the electronic computer which specifies the correlation coefficient (Spearman), as follows:

1.   **Testing the first main hypothesis**: The first main hypothesis: (There is no significant correlation between the dimensions of social intelligence and the enhancement of the competencies of talent management in the researched organization) It is clear from the results presented in Table (4) that there is a positive correlation between the dimensions of social intelligence and the capabilities of Talent management, as the correlation coefficient of the overall index between them reached (0.688 **), which is a positive and significant relationship and this result is reinforced by the researchers assumed in the first hypothesis and a justification for its acceptance.

Table 4. Results of an analysis of the correlation between the dimensions of social intelligence and the enhancement of the talent management competencies of the researched organization

Dimensions of social intelligence	independent variable	dependent variable
0.688**	competency management talent	
* p≤0.01 N=40 A table prepared by the researchers A table prepared	by the researchers based on the results of the electronic computer.	

1- Sub-hypothesis test for the first main hypothesis: The results of the analysis in Table (5) show a significant correlation relationship between the dimensions of individual social intelligence and the talent management walls, as the value of the correlation coefficient between the dimension of social cognition and the talent management walls amounted to ((0.537 *)) and this indicates On accepting the first sub-hypothesis which states (there is a significant correlation between the dimensions of social intelligence and social perception) in enhancing the competencies of talent management in the researched organization), and the value of the correlation coefficient between the dimension of social ingenuity and the talent management walls amounted to (0.418 *) which is the result Validate And the acceptance of the second sub-hypothesis (there is a significant correlation between the dimensions of social intelligence (organizational prowess) in enhancing the

competencies of talent management in the researched organization), and the value of the correlation coefficient between the dimension of social awareness and the talents management talents amounted to (0.275) which is a negative result that indicates the rejection of the hypothesis The sub that states (There is a significant correlation between the dimensions of social intelligence (social awareness) in strengthening the talent management competencies in the researched organization) and acceptance of the null hypothesis. The value of the correlation coefficient between the main sympathy dimension and the talent management walls has reached (0.760 **) which is the result Positive sign Li to accept the sub-hypothesis which states (There is a significant correlation between the dimensions of social intelligence (the main sympathy) in enhancing the competencies of talent management in the researched organization.

Table 5. Results of an analysis of the correlation between the dimensions of social intelligence and the enhancement of the talent management competencies of the researched organization.

Independent dimension	Dimensions of social intelligence		
The approved dimension			
Talent management competencies			
Purpose of the murals	**Priority in the competencies**	**the path to the murals**	**Performance of the murals**
Social cognition	(0.537*) (0.418*)	(0.275)	(0.760**)
Social ingenuity			
Social awareness			
The	main		sympathy

For a table prepared by researchers using electronic computer results.   N=40   *P≤0.01

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3.Testing the second main hypothesis: (There is a significant effect between the dimensions of social intelligence and enhancing the competencies of talent management in the researched organization). The results of Table (6) indicate the effect of the dimensions of social intelligence and the enhancement of talent management competencies in the researched organization, through the impact factor (R2) whose value is (0.65), and this means that 65.0% of the impact is due to the dimensions of social intelligence combined, while the rest of the impact ratio It returns to random variables not included in the study model,

and the calculated value of (F) (* 40.06) is greater than its tabular value of (4.16) at two degrees of freedom (1.38) and at a significant level (0.018 of the six hats strategies combined), and this indicates that The regression model is acceptable in its interpretation of the relationship. By following the beta coefficients, it becomes clear that ((1) is (1.519), which is a significant value in terms of the calculated (t) value of (9.34). It is greater than its tabular value of (4.16) at the level of significance (0.01) and these indicators prove acceptance of the hypothesis the second.

Table 6. The effect of the six hats strategies combined on achieving excellent performance in the researched organizations

Year hats strategy	Independent variable		Supported variables		
Calculated t	computed f	R2	β1		
9.34	*40.06	0.65	1.519		Outstanding performance
*P≤0.01 N=40	3.66 =T	D.f = (1.38)		F=4.16	

N Preparing researchers based on the results of the electronic computer.

1-   Sub-hypothesis test for the second main hypothesis:
The results of the regression analysis shown in Table (7) indicate that there is a significant effect for each dimension of social intelligence individually in enhancing the talent management competencies in the researched organization, where the impact of the social perception in enhancing the talent management competencies reached through the value of the impact factor (R2) The value (0.431), indicating the percentage of the effect of social awareness in enhancing the competencies of talent management in the researched organization is (43.1%). (It is greater than the tabular value of (3.45) at two degrees of freedom) (38) With a significant level of (0.01), and since the calculated value of (F) is greater than tabular, this indicates that social perception affects the enhancement of talent management competencies in the researched organizations positively and morally, and through follow-up of beta coefficients, it is clear that ((1 It is (0.720), which is a significant value in the calculated (t) value of (10.53), which is greater than its tabular value of (4.33) at the level of significance (0.01). These indicators help to accept the first sub-hypothesis, which states that There is a significant influence relationship between the dimensions of social intelligence and the enhancement of the talent management competencies of the researched organization).

 It is also noticed the effect of the social prowess after enhancing the talent management competencies in the researched organizations through the value of the influence factor (R2) of (0.350), and indicates the percentage of the effect of organizational prowess in enhancing the talents management talents in the researched organizations is 35.0%, and the complement is returned To random variables that are not included in the study model and cannot be controlled, and the calculated value of (F) reached (9.42) which is greater

than the tabular value of (3.45) at two degrees of freedom (1.38) and at a significant level (0.01), and since the value of (F) Calculated is greater than the tabular as this indicates that organizational ingenuity affects the enhancement of talent management competencies In the researched organizations, a positive and moral effect is observed. By following the beta coefficients, it becomes clear that (1) is (0.641), which is a significant value in terms of the calculated (t) value of (8.44), which is greater than its tabular value of (4.33) at a significant level (0.01 These indicators help to accept the second sub-hypothesis which states (There is a significant effect relationship between the dimensions of social intelligence (organizational proficiency) in enhancing the competencies of talent management in the researched organization).

The effect of the social awareness dimension in enhancing the talent management competencies in the researched organization is also noticed through the value of the influence factor (R2) of (0.196), and it indicates the percentage of the effect of social awareness in enhancing the talent management competencies in the researched organization is (1.96%), but it is complementary. The ratio is due to random variables that are not included in the study model and cannot be controlled, and the calculated value of (F) reached (1.87) which is smaller than the tabular value of (3.45) at two degrees of freedom (1.38) and at a significant level (0.01), and since the value Calculated (F) is smaller than tabular, this indicates that social awareness influences the enhancement of talent management competencies in the organization. The study examined negatively, and by following the beta coefficients, it is clear that ((1) is (0.135) which is a significant value in terms of the calculated (t) of (2.02), which is smaller than the tabular value of (4.33) at the level of significance (0.01) and these indicators It denotes the rejection of the third sub-hypothesis which states (There is a significant effect relationship between the dimensions of social intelligence (social awareness) in enhancing

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the competencies of talent management in the researched organization) and acceptance of the null hypothesis.

The effect of the main sympathy after strengthening the talent management competencies in the researched organization is also noticed through the value of the influence factor (R2) of (0.623), and indicates the percentage of the main sympathy effect in strengthening the talents management talents in the researched organization is (62.3%). The ratio is due to random variables that are not included in the study model and cannot be controlled, and the calculated value of (F) reached (30.31) which is greater than the tabular value of (3.45) at two degrees of freedom (1.38) and at a significant level (0.01), and since the

value (F) calculated greater than the tabular, this indicates that the main sympathy affects the enhancement of talent management competencies in the organization The researched population has a positive and moral effect, and by following beta coefficients, it becomes clear that (1) is (0.805) which is a significant value in the calculated (t) value of (14.18), which is greater than its value

The tables of (4.33) at the level of significance (0.01) and these indicators help to accept the fourth sub-hypothesis which states (There is a significant effect relationship between the dimensions of social intelligence (main sympathy) in enhancing the competencies of talent management in the respondent organization).

Table 7. Impact of the dimensions of social intelligence individually to enhance the competencies of talent management in the research organizations

Supported variables	Talent management competencies					
Independent variables	β1	R2	β0	Calculated t	Calculated F	tabularity F
Social awareness		0.720	0.431	0.509	10.53	11.20	
Social ingenuity		0.641	0.350	0.420	8.44	9.42	3.44
Social awareness		0.135	0.196	0.655	2.02	1.87	
The main sympathy		0.805	0.623	0.223	14.18	30.31	

N=40*   P≤0.01   T tabularity= 3.66   D.f= (1.38)

Table prepared by researchers based on the results of the electronic computer.

Conclusions

As the agile supply chain concept is developed and implemented in organizations, time compression and emotional intelligence are being seen as critical enablers.

1-   Through the results of the description and diagnosis, it was found that the dimensions of social intelligence are available to enhance the talent management competencies in the research organization in order to achieve the highest levels of performance.

2-   The results of the analysis concluded that there is a significant correlation relationship between the dimensions of social intelligence, enhancing the competencies of talent management in the researched organization by (0.688).

3-   The results of the statistical analysis and test (T) showed that there is a positive role for the dimensions of social intelligence in the research organization in enhancing the talent management competencies in order to raise the capabilities of working individuals.

4-   The analysis indicated that there was a significant effect of the dimensions of social intelligence combined in enhancing the competencies of talent management in the researched organization.

5-   The results of the analysis show that there is a significant effect of each dimension of social intelligence in enhancing the competencies of talent management in the research organization except for social awareness.

Proposals

1-   Work to employ the dimensions of social intelligence and work with them in the research organization to achieve the highest levels of performance.

2-   Focusing on preparing training programs to develop the intellectual capabilities of workers in the researched organization is an imperative necessity in order to teach intellectual skills because they are an essential part in developing the work of the researched organization.

3-   The necessity of working on the issue of applying the dimensions of social intelligence by encouraging thinking based on its success can be adopted to enhance the competencies of talent management for workers in the researched organization.

4-   Focus on using the dimensions of social intelligence in the decision-making process for the work of the researched organization in order to improve the level of performance of that organization and enhance the talent management competencies to provide a better service than other organizations.

5-   Work requires strengthening the talent management competencies and making changes in specific skills and situations through training and development, and defining the extent to which the organization needs to seek the help of multiple thinking styles to obtain positive results.

6-   Encouraging and motivating employees to generate creative ideas and creative thinking to achieve the highest levels of performance.

7-   Spreading a culture of organized thinking to enhance the talents of managing talent in the researched organization, and enabling individuals to

deal with the dimensions of social intelligence and the use of aids to achieve it.

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