

## Gender Diversity Practices in Talent Management: An Exploratory Study in the Space Industry in Luxembourg

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**Abstract :** This study contributes to the conceptual and empirical understanding of how gender diversity management (GDM) is integrated into talent management (TM). Following the grounded theory, we interviewed 40 HR managers and talents from the space industry in Luxembourg. We provide a nuanced picture of what attitude on the GDM in TM organizations have, what strategies and practices they conduct, and how they differ from each other. Based on these differences, we developed three types of GDM integration to TM and explained the talents' view on this issue. To the author's best knowledge, this study is the first empirical investigation of GDM in TM in the space industry that integrates both the TM executives' and TM receivers' views on gender equality in TM.

**Keywords :** gender diversity management, high-technology industry, human resource management, talent management

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