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A Systematic Literature Review of Talent Management in Improving Organizational Performance

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Abstract

Purpose: This study examines the role of talent management in improving organizational performance by synthesizing previous empirical and conceptual findings and identifying the mechanisms through which talent management contributes to organizational effectiveness.

Research Methodology: A systematic literature review was conducted on scientific articles published between 2019 and 2025 in Scopus, ScienceDirect, Emerald Insight, and Google Scholar. The selection followed identification, screening, eligibility, and inclusion stages based on predefined criteria, and the included studies were analyzed thematically.

Results: Talent management contributes positively to organizational performance through enhanced employee competencies, stronger employee engagement and organizational commitment, and the development of sustainable competitive advantage. Leadership support, organizational culture, and integrated human resource management systems are important conditions for the successful implementation of talent management.

Conclusions: Talent management functions as a strategic organizational capability that transforms individual potential into sustainable organizational performance through direct capability effects and indirect psychological mechanisms.

Limitations: The review relied on a limited set of databases and publication years, and the existing literature is dominated by private sector settings and cross sectional designs.

Contributions: The study offers an integrated model linking talent management practices, employee capability, engagement, commitment, and performance, and guides organizations to embed talent management in strategic human resource management.

Keywords: *Employee Engagement, Human Resource Management, Organizational Performance, Systematic Literature Review, Talent Management*

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1. Introduction

Human resources are among the most strategically relevant factors that determine whether a company succeeds or fails in achieving its goals (Armstrong & Taylor, 2023). As the business environment becomes increasingly competitive, employees with advanced skills become organizational assets that must be developed in ways that promote effectiveness, innovation, and long term sustainability. Organizations can no longer rely only on hiring qualified employees. They must also develop,

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manage, and retain talent that has the potential to become a strategic asset, which requires a human resource management system that focuses deliberately on the potential of employees.

Talent management is one of the strategic approaches in modern human resource management. It is a systematic approach aimed at identifying, developing, and retaining individuals who possess key competencies of strategic value. Talent management is expected to ensure that the right people occupy the right positions at the right time in order to meet strategic objectives (Collings, Mellahi, & Cascio, 2019). Systematic reviews of the field show that talent management has grown from a practitioner concept into an established area of academic research, although its empirical foundation is still developing (McDonnell, Collings, Mellahi, & Schuler, 2017). Talent management that is implemented effectively can help organizations respond better to environmental change. It not only develops the capabilities of individuals but also helps drive organizational performance. Competency development, career opportunities, and appropriate reward systems can improve employee productivity and help organizations retain productive employees (Mensah, 2019; Gallardo-Gallardo, Thunnissen, & Scullion, 2020).

Nevertheless, talent management remains complex in its implementation. Many organizations still face challenges such as the absence of a clear career development system, gaps between employee competencies and organizational needs, and a lack of organizational support for improving workforce skills. Critical reviews also warn that exclusive approaches to talent management, which focus only on a small group of high potential employees, may create perceptions of unfairness among employees who are not designated as talent (Kwon & Jang, 2022). In the public sector, talent management is still underdeveloped and requires approaches that fit the values and constraints of public organizations (Kravariti & Johnston, 2020).

Accordingly, the objective of this study is to investigate the contribution of talent management practices to organizational performance through a systematic literature review. The study examines how talent management contributes to organizational effectiveness and which organizational conditions determine whether talent management succeeds. By integrating findings on talent identification, development, placement, and retention with the psychological mechanisms of engagement and commitment, the review offers a comprehensive model that can guide both future research and managerial practice.

2. Literature Review and Hypothesis/es Development

2.1 Talent Management as a Strategic Human Resource Practice

Talent management has increasingly been positioned as a strategic concern of human resource management (Kravariti, Tasoulis, Scullion, & Alali, 2023). It goes beyond traditional human resource practices that focus mainly on administrative tasks and instead focuses on how best to identify, develop, and use the employees who will determine whether an organization succeeds or fails. Collings, Mellahi, and Cascio (2019) describe talent management as a multilevel phenomenon in which decisions about pivotal positions, talent pools, and the development of human capital at the individual level shape performance at the unit and organizational levels. Reviews of human resource management systems show that bundles of mutually reinforcing practices have stronger effects on performance than isolated practices (Boon & Lepak, 2019), which suggests that talent management should be designed as an integrated system rather than as a collection of separate programs.

The context in which talent management is implemented is also important. Gallardo-Gallardo, Thunnissen, and Scullion (2020) argue that institutional, cultural, and organizational contexts shape how talent is defined, which practices are adopted, and how employees respond to them. A macro contingent perspective further suggests that the effectiveness of talent management depends on the alignment between organizational strategy, labor market conditions, and national institutions (King & Vaiman, 2019). Digital transformation adds another layer of context, because digital human resource management changes how organizations

identify, develop, and track talent (Strohmeier, 2020; Trenerry, Chng, Wang, Suhaila, Lim, Lu, & Oh, 2021).

2.2 The Resource Based View

Many studies place talent management within the resource based view, which states that competitive advantage comes from resources that are valuable, rare, inimitable, and nonsubstitutable. From this perspective, the unique competencies and skills of employees become key strategic resources that may decide whether an organization succeeds or fails (Barney et al., 2021). Talent management is therefore the process that translates individual capabilities into organizational capabilities. This can be achieved through systematic practices that ensure employee capabilities are aligned with the strategic objectives of the organization, which in turn yields better organizational performance. Human capital that is developed internally through long term investment is particularly difficult for competitors to imitate, because it is embedded in organizational routines, relationships, and tacit knowledge.

2.3 Social Exchange Theory and Organizational Support

Social exchange theory explains that employees respond to favorable treatment from their organization with positive attitudes and behaviors, such as commitment, engagement, and extra role effort (Cropanzano et al., 2017). When organizations invest in the development, recognition, and career progression of employees, employees perceive that the organization values their contributions and cares about their wellbeing. Meta analytic evidence on organizational support theory confirms that perceived organizational support is related to stronger affective commitment, higher job performance, and lower turnover intentions (Kurtessis et al., 2017). Talent management practices can therefore be interpreted as signals of organizational support that trigger reciprocal commitment and engagement among employees. Mensah (2019) shows that talent management practices relate to the fulfillment of employees' psychological contracts, which in turn strengthens affective commitment and organizational citizenship behavior.

2.4 Employee Engagement and Commitment

Employee engagement is a positive and fulfilling state of mind characterized by vigor, dedication, and absorption in work. Job demands resources theory explains that job resources such as development opportunities, feedback, and supervisor support foster engagement, which then leads to better performance (Bakker, & Demerouti, 2017; Bakker, Demerouti, & Sanz-Vergel, 2023). Talent management practices provide many of these resources. Research in Japan shows that talent management mechanisms and employees' perception of their own talent status are related to higher work engagement (Ishiyama, 2022). At the same time, employees who are not designated as talent may react with lower commitment, so the communication and fairness of talent decisions are critical (De, Meyers, & Dries, 2018).

2.5 Leadership and Organizational Culture

Leadership and culture are important conditions for the success of talent management. Transformational leaders support learning, innovation, and employee empowerment, and meta analytic evidence shows that transformational leadership improves performance through motivational, affective, and developmental pathways (Ng, 2017). Research on leadership theory also emphasizes that the effects of leadership depend on how followers are developed and transformed (Siangchokyoo et al., 2020). Organizational culture shapes whether employees view development and change as opportunities, and shared norms that support learning and collaboration contribute to performance (Chatman & O'Reilly, 2016). Meta analytic evidence confirms that culture is associated with human resource practices, leadership, and organizational outcomes (Hartnell et al., 2019).

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3. Research Methodology

3.1 Review Design

This study employed a systematic literature review to identify and synthesize research on the role of talent management in improving organizational performance. A systematic literature review was chosen because it allows researchers to collect, evaluate, and integrate findings from previous studies in a transparent and replicable way (Snyder, 2019). The review followed established guidelines for systematic reviews in management research (Paul, & Criado, 2020; (Kraus, Breier, & Dasí-Rodríguez, 2020)) and the reporting principles of the PRISMA 2020 statement (Page, McKenzie, Bossuyt, Boutron, Hoffmann, Mulrow, Shamseer, Tetzlaff, Akl, Brennan, Chou, Glanville, Grimshaw, Hróbjartsson, Lalu, Li, Loder, Mayo-Wilson, & McDonald, 2021).

3.2 Search Strategy and Selection

Literature was searched in Scopus, ScienceDirect, Emerald Insight, and Google Scholar using keywords such as talent management, organizational performance, human resource management, employee performance, and talent development. The review followed identification, screening, eligibility, and inclusion stages and focused on peer reviewed articles published between 2019 and 2025 that discussed talent management and organizational performance. Articles were included when they examined talent management practices or their relationships with employee or organizational outcomes, and they were excluded when they did not address talent management directly or were not peer reviewed.

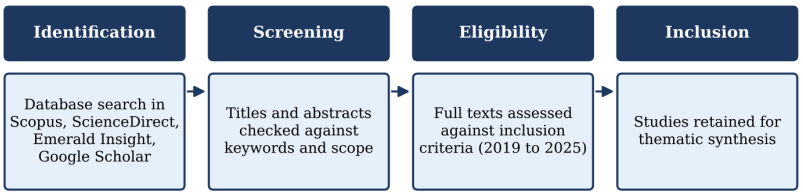


Figure 1. Stages of the systematic literature review process

Figure 1 shows the four stages of the systematic literature review process used in this study. In the identification stage, articles were retrieved from Scopus, ScienceDirect, Emerald Insight, and Google Scholar using the predefined keywords. In the screening stage, titles and abstracts were checked against the keywords and the scope of the review. In the eligibility stage, the full texts were assessed against the inclusion criteria, including the publication period from 2019 to 2025 and the focus on talent management and organizational performance. In the inclusion stage, the studies that met all criteria were retained for thematic synthesis. The figure was prepared by the authors in 2026.

3.3 Data Analysis

The included studies were analyzed based on their research objectives, methodology, context, variables, and findings. Thematic analysis was used to group the findings into key themes, namely talent identification, talent development, talent retention, employee engagement, organizational commitment, and organizational performance, as well as leadership support, organizational culture, and integrated human resource management systems as factors that influence the success of talent management. The themes were then integrated into a conceptual model that explains the direct and indirect mechanisms through which talent management affects organizational performance.

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4. Results and Discussions

4.1 Overview of the Included Literature

The included studies were published between 2019 and 2025 and analyzed different organizational contexts, such as private companies, public organizations, multinational corporations, and service industries. Most of the studies used quantitative methods with surveys and statistical techniques, while several studies used qualitative or conceptual approaches to examine how talent management is implemented. The synthesis shows that talent management has become a significant strategic human resource practice that affects organizational performance through several mechanisms, including the development of employee competencies, improvements in service delivery, organizational commitment, and engagement behavior that build sustainable competitive advantage.

Table 1. Summary of key studies on talent management and organizational performance

No	Author and Year	Research Focus	Method	Main Findings
1	Collings et al. (2019)	Global talent management and performance in multinational enterprises	Conceptual review	Talent management contributes to performance at individual, unit, and organizational levels through pivotal positions and talent pools
2	Gallardo-Gallardo et al. (2020)	The role of context in talent management	Conceptual study	Effective talent management requires alignment between organizational context, strategy, and employee capabilities
3	Mensah (2019)	Talent management and employee outcomes	Quantitative survey with structural equation modeling	Talent management relates positively to psychological contract fulfillment, affective commitment, and organizational citizenship behavior
4	Almohtaseb et al. (2020)	Talent management and organizational performance in public hospitals	Survey with structural equation modeling	Talent management improves organizational performance, and an effective performance management system strengthens this relationship
5	Kravariti et al. (2023)	Talent management and performance in the public sector	Quantitative study	Organizational and line managerial support for development is central to the relationship between talent management and performance
6	Kravariti and Johnston (2020)	Talent management in public sector human resource management	Critical literature review	Public sector talent management is underdeveloped and needs approaches adapted to public values
7	Ishiyama (2022)	Talent management mechanisms and work engagement	Quantitative survey	Talent management mechanisms and self perceived talent status are related to higher work engagement
8	De Boeck et al. (2018)	Employee reactions to talent management	Systematic review	Talent designation is linked to positive reactions, but evidence also shows risks for employees who are not designated

Table 1 summarizes eight key studies that represent the main streams of the reviewed literature, including their authors and years, research focus, methods, and main findings. Conceptual studies such as Collings et al. (2019) and Gallardo-Gallardo et al. (2020) explain how talent management

creates value at multiple levels and why context matters. Empirical studies such as Mensah (2019), Almohtaseb et al. (2020), Kravariti et al. (2023), and Ishiyama (2022) show that talent management is related to psychological contract fulfillment, commitment, engagement, and organizational performance, with organizational support and performance management systems strengthening these effects. Review studies such as Kravariti and Johnston (2020) and De De et al. (2018) highlight the underdevelopment of talent management in the public sector and the risk of negative reactions among employees who are not designated as talent. Together, the studies indicate that talent management contributes positively to performance but that its effects depend on context, support, and fairness. The table was compiled by the authors from the reviewed literature in 2026.

4.2 Talent Identification and Organizational Performance

Talent identification is the basis of effective talent management (Gallardo-Gallardo et al., 2020). It identifies employees who show high competency, potential, and strategic importance for development in the organization. The reviewed studies show that organizations with effective talent identification systems are more successful in preparing future leaders and sustaining their human capital base. Through competency profiling, performance review, and assessment of potential, organizations can identify employees who are ready to take up critical roles. Longitudinal evidence shows that leadership competency development and promotion among high potential executives are predicted by the strength of their leader identity, which suggests that identification should consider both current performance and developmental potential (Kragt & Day, 2020).

Talent identification also reduces competence gaps in organizations. When employees are well matched to their roles, productivity, job satisfaction, and performance outcomes generally improve. However, research shows that talent identification is difficult, especially for organizations without objective assessment systems. Practices that suffer from subjective decision making, limited competency frameworks, and unclear career pathways are less effective. Research on personnel selection shows that structured and job related assessment methods provide the most valid predictions of future performance (Sackett et al., 2022), and performance appraisal is most useful when it is embedded in a broader performance management system (DeNisi & Murphy, 2017). Organizations therefore require transparent and objective identification mechanisms that use data to foster equity and unlock employee potential.

4.3 Talent Development as a Mechanism for Improving Employee Capability

Talent development was one of the most discussed themes in the reviewed literature. Talent development occurs when organizations provide continuous learning opportunities that enable employees to enhance their skills, knowledge, competencies, and leadership capabilities. Employee development programs have a crucial effect on organizational performance because they improve the ability of employees to adapt to changing environments. Employees are developed through specialized training, mentoring, coaching, and career development programs so that their skills are refined through work experience (Mensah, 2019, Almohtaseb et al., 2020).

Meta analytic evidence shows that leadership training improves learning, transfer, and organizational results, particularly when it is based on needs analysis, includes practice and feedback, and is delivered over several sessions (Lacerenza et al., 2017). Developmental experiences such as challenging assignments also increase leader effectiveness and promotability by strengthening leadership self efficacy and mentor networks (Seibert et al., 2017). Reviews of leadership development emphasize that development is a long term process that unfolds across levels and over time (Day et al., 2021). Strategically, talent development is a long term investment in human capital. Organizations that focus on employee development have a better chance of building innovation capability, operational efficiency, and sustainable growth. Development also fosters employee confidence and motivation, and employees become more committed and willing to go beyond their job descriptions when they sense that the organization cares about them as professionals.

4.4 Talent Retention, Organizational Commitment, and Employee Sustainability

Talent retention is another important dimension of talent management, because retaining high performing employees prevents the loss of valuable knowledge, experience, and organizational capabilities. Effective retention strategies include competitive compensation, career development opportunities, recognition, supportive leadership, and a positive organizational culture. These practices increase employee satisfaction, loyalty, engagement, and organizational commitment. Based on social exchange theory, employees who feel valued and supported by their organization are more likely to respond with positive attitudes and stronger commitment (Cropanzano et al., 2017). Meta analytic evidence also shows that perceived organizational support reduces turnover intentions and strengthens commitment (Kurtessis et al., 2017). Therefore, talent retention not only reduces employee turnover but also helps maintain organizational knowledge and sustainable performance.

4.5 Talent Management and Employee Engagement as a Performance Driver

Employee engagement was recognized in the reviewed literature as a significant mechanism through which talent management influences performance. The studies suggest that successful talent management enhances the psychological bond between employees and their work and organization. Employees who have opportunities for development, recognition, and career support often display higher levels of motivation and engagement (Ishiyama, 2022). Highly engaged employees contribute to organizational performance through increased productivity, improved service quality, greater innovation, and stronger organizational citizenship behavior (Mensah, 2019). Job demands resources theory explains this process, because talent management provides job resources that foster engagement, and engagement in turn leads to better performance (Bakker et al., 2023). Talent management is therefore not only a factor that affects performance by improving the ability of employees. It also acts through psychological mechanisms that stimulate the willingness of employees to give their best effort.

4.6 Leadership Support and Organizational Culture as Critical Success Factors

Talent management aligns people management with performance, but it works only under certain conditions at the organizational level. The reviewed literature identifies leadership support as one of the most important enablers of talent management. Leaders are responsible for shaping strategic intent, providing resources, and making talent development an organizational priority. Transformational leadership is especially relevant, because transformational leaders support learning, innovation, and employee empowerment (Ng, 2017). Line managers also play a central role, because their support for development determines whether talent management practices translate into performance (Kravariti, Tasoulis, Scullion, & Alali, 2023).

Organizational culture is equally crucial for the success of talent management. Organizations with cultures that support collaboration, continuous learning, and knowledge sharing create an environment that is more conducive to talent development (Chatman, 2016; Hartnell, Ou, Kinicki, Choi, & Karam, 2019). Conversely, inflexible organizational cultures can stifle employee development and weaken talent management strategies. Integrated human resource management systems are also important, because talent management practices are more effective when they are aligned with selection, performance management, compensation, and development practices (Boon & Lepak, 2019).

4.7 Integrated Model of Talent Management and Organizational Performance

Based on the reviewed studies, talent management contributes to organizational performance through both direct and indirect mechanisms. Talent identification, development, placement, and retention enhance employees' knowledge, skills, competencies, and professional capabilities, which enables them to perform more effectively and achieve organizational goals. Effective talent management also strengthens employee engagement and organizational commitment. Employees who feel supported and valued tend to demonstrate greater motivation, loyalty, involvement, and willingness to contribute beyond formal job responsibilities. These psychological factors further strengthen the relationship

between talent management and organizational performance. Consequently, effective talent management can improve productivity, innovation, service quality, and operational effectiveness, while supporting sustainable competitive advantage through the development of unique human capital capabilities.

Table 2. Integrated relationship between talent management and organizational performance

Concept Dimension	Main Components	Contribution Mechanism	Expected Outcome
Talent management practices	Talent identification, talent development, talent placement, talent retention	Ensures that organizations attract, develop, use, and retain employees with strategic potential	Availability of qualified and competent employees
Employee capability development	Knowledge improvement, skill enhancement, competency development, leadership capability	Strengthens employees' ability to perform tasks effectively and adapt to organizational changes	Increased employee productivity and effectiveness
Employee engagement and organizational commitment	Motivation, psychological attachment, loyalty, organizational involvement	Encourages employees to contribute beyond formal responsibilities and support organizational goals	Higher employee performance and reduced turnover intention
Improved organizational performance	Productivity, innovation, service quality, operational efficiency	Converts individual capabilities and commitment into organizational outcomes	Achievement of organizational goals
Sustainable competitive advantage	Unique human capital, organizational capability, innovation capacity	Creates valuable resources that are difficult for competitors to imitate	Long term organizational sustainability and competitiveness

Table 2 shows the integrated relationship between talent management and organizational performance across five concept dimensions. Talent management practices, consisting of identification, development, placement, and retention, ensure that organizations attract, develop, use, and retain employees with strategic potential, which results in the availability of qualified and competent employees. Employee capability development, which covers knowledge, skills, competencies, and leadership capability, strengthens employees' ability to perform tasks and adapt to change, which leads to higher productivity and effectiveness. Employee engagement and organizational commitment, reflected in motivation, psychological attachment, loyalty, and involvement, encourage employees to contribute beyond formal responsibilities, which results in higher performance and lower turnover intention. Improved organizational performance, in the form of productivity, innovation, service quality, and operational efficiency, converts individual capabilities and commitment into organizational outcomes. Finally, sustainable competitive advantage arises from unique human capital, organizational capability, and innovation capacity that are difficult for competitors to imitate, which supports long term sustainability and competitiveness. The table was compiled by the authors from the synthesis of the reviewed literature in 2026.

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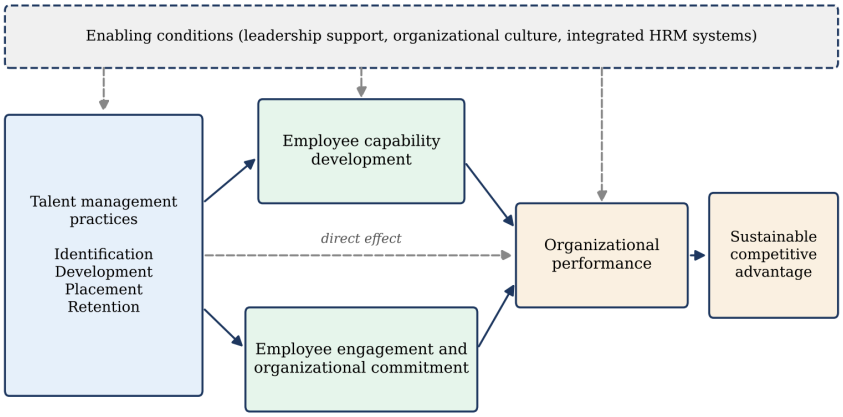


Figure 2. Integrated model of talent management and organizational performance

Figure 2 shows the integrated model derived from the review. Talent management practices, consisting of identification, development, placement, and retention, are positioned on the left and affect organizational performance through two indirect pathways, namely employee capability development and employee engagement and organizational commitment, as well as through a direct effect shown by the dashed horizontal arrow. Organizational performance then leads to sustainable competitive advantage on the right. The dashed box at the top represents the enabling conditions, namely leadership support, organizational culture, and integrated human resource management systems, which influence how effectively talent management practices, employee capabilities, and organizational performance are developed. The figure was prepared by the authors based on the synthesis of the reviewed literature in 2026.

4.8 Theoretical Explanation of the Model

The integrated model is supported by the resource based view, which explains that organizational success depends on the ability to develop valuable and unique internal resources (Barney et al., 2021). From this perspective, talented employees represent strategic resources because their knowledge, skills, and capabilities contribute to organizational competitiveness. The model is also consistent with social exchange theory, which explains that employees reciprocate when organizations provide support, development opportunities, and recognition (Cropanzano et al., 2017). Effective talent management practices create a sense of organizational support, which results in stronger employee engagement and commitment (Kurtessis et al., 2017). Talent management therefore functions not only as a human resource practice but also as a strategic organizational capability that transforms individual potential into sustainable organizational performance.

4.9 Research Gaps and Future Research Directions

Despite the evidence linking talent management to organizational performance, research gaps remain. First, most studies were conducted in private sector organizations, while talent management in public sector contexts remains underexplored (Kravariti & Johnston, 2020). Second, the mediating mechanisms that connect talent management with performance, such as engagement, commitment, and psychological contract fulfillment, require more systematic testing. Third, most studies used cross sectional designs, which limits understanding of the long term effects of talent management. Fourth, the effects of contextual differences across countries, industries, and organizational types are still insufficiently understood (Gallardo-Gallardo et al., 2020, King & Vaiman, 2019). Future studies should use longitudinal, mixed method, and comparative approaches to examine how talent management influences performance over time and across contexts. Critical perspectives on talent management also suggest that future research should examine the fairness and inclusiveness of talent practices (Kwon & Jang, 2022).

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4.10 Discussion

In general, the findings indicate that talent management is a strategic lever for improving organizational performance. Talent management involves the systematic attraction, identification, development, engagement, retention, and deployment of individuals who are particularly valuable to an organization. Although many human resource practices fall under the umbrella of talent management, organizational leadership, culture, and strategic alignment all affect the success of any talent strategy. Organizations that integrate talent management with their strategic planning processes are the most capable of developing competitive advantage and sustainable performance. This conclusion is consistent with multilevel perspectives that link talent decisions at the individual level with performance at the organizational level (Collings et al., 2019) and with evidence that human resource practices are most effective when they operate as integrated systems (Boon et al., 2019).

The findings also have practical implications. Organizations should develop objective and transparent identification systems, invest in structured and long term development programs, design retention strategies that combine financial and nonfinancial rewards, and communicate talent decisions fairly to all employees. Leaders and line managers should be trained to support talent development, and organizational culture should be shaped to encourage learning and collaboration. Digital tools can support these efforts by enabling data based talent decisions and personalized development (Strohmeier, 2020).

5. Conclusions

This systematic literature review concludes that talent management plays a strategic role in improving organizational performance by optimizing the potential, capabilities, and contributions of employees. Talent management has evolved beyond a traditional human resource practice into a strategic organizational capability that supports long term sustainability and competitive advantage. Effective practices, including talent identification, development, placement, and retention, contribute to improved organizational performance by enhancing employee knowledge, skills, and competencies, which increases productivity and work effectiveness.

Talent management also strengthens psychological and behavioral factors such as employee engagement and organizational commitment, which encourage employees to demonstrate higher motivation, loyalty, and performance. The successful implementation of talent management is influenced by organizational factors, particularly leadership support, organizational culture, and integrated human resource management systems. Organizations that establish supportive environments for employee development are more likely to maximize the benefits of talent management and achieve sustainable performance improvement.

This review has several limitations. It was based on a limited number of databases and a publication period from 2019 to 2025, and the existing literature is dominated by studies in private sector organizations, with limited investigation of mediating mechanisms and a prevalence of cross sectional designs. Future studies should explore talent management practices across diverse organizational contexts, particularly public sector institutions, by applying longitudinal, comparative, and mixed method approaches. Overall, talent management should be considered a strategic priority for organizations seeking to develop human capital, improve organizational effectiveness, and maintain sustainable competitive advantage in an increasingly dynamic environment.

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Author Contributions

DA contributed to the conceptualization of the study, the literature search and selection, the synthesis of findings, and the writing of the original draft. SR and S contributed to the supervision of the study, the refinement of the review framework, and the review and editing of the manuscript. All authors read and approved the final manuscript.

Conflict of Interest

The authors declare that there is no conflict of interest regarding the publication of this article.

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