

## **ABSTRACT**

*In order to win global competition from employee performance side, PT Telekomunikasi Indonesia Tbk continuously develop human resource professionalism through training and development on employee. It is a mean of strategy in facing ASEAN Economic Community which started from 2015, this free market era enable the entrance of foreign product and foreign worker with no obstacle to Indonesia. Therefore, PT Telekomunikasi Indonesia create strategic initiative aimed for talent leader readiness in preparing go international company with Global Talent Program (GTP) training, which become researcher consideration in improving employee performance.*

*Theoretical framework in this research was based on training theory from Mangkunegara as independent variable with sub-variable and performance theory of Bernardin in Sudarmanto as dependent variable.*

*Research method used was quantitative method with descriptive and causal analysis and using multiple linear regression analysis. Questionnaire from 92 PT Telekomunikasi Indonesia Tbk employee following Global Talent Program training were used as primary data in this research.*

*Research result showed that Global Talent Program training simultaneously affected employee performance of PT Telekomunikasi Indonesia Tbk with 59% percentage. F test result showed that  $F_{count}$  was 17.371 or higher than  $F_{table}$  of 1.79 and t test result showed that  $t_{count}$  of each variable were higher than  $t_{table}$ .*

*Based on research result then it is advised for the company to improve training material based on Global Talent Program for the employee to be able to easier in applying material obtained to complete work. Company also need to improve timeliness aspect on employee to make them able to utilize work time effectively so that it could improve individual performance. This general research result showed that there was Global Talent Program training effect toward employee performance at PT Telekomunikasi Indonesia Tbk.*

*Keywords: Global Talent Program Training, Performance.*