ABSTRACT

Information Technology (IT) currently plays an important role and is a necessity for universities. Each university has talents that will support the goals of the university. Universities need a good IT governance to achieve university goals so that they can provide added value to universities. The Faculty of Industrial Engineering (FRI) is one of the first faculties to be formed at Telkom University. Conducting IT governance capability assessment at FRI Telkom University aims to measure and evaluate existing talents at the university against technological developments. COBIT or Control Objectives for Information and Related Technologies is a framework for IT governance and management aimed at the entire organization. This research aims to evaluate the capability of IT governance related to IT Talent Management at FRI Telkom University using the COBIT 2019 framework in the EDM04 Ensured Resource Optimization domain. To carry out this assessment, it is necessary to map standardization according to the LAM INFOKOM standard in Criteria 9 Achievements and Outcomes of Tridharma. This mapping aims to properly arrange IT Talent Management at FRI Telkom University. The results of this research are the standardization mapping between COBIT 2019 and LAM INFOKOM, assessing the capabilities of IT Talent Management, and recommendations for potential improvements in the aspects of people, process, and technology according to the gap analysis obtained. This research is expected to improve IT Talent Management at FRI Telkom University in order to achieve its goals.

***Keywords*:** IT *Governance*, LAM INFOKOM, COBIT 2019, *and* EDM04.