

ABSTRACT

Generally to achieve performance targets specified in an organization involves the application of a talent management agency overall on factors which include the recruitment process, the process of performance management process, orientation, recognition and retention, education, training and development process of cadre recruitment. So as to maintain the level of performance of employee Communication and Faculty of Business Telkom University. This research is quantitative research using techniques of data analysis factors as well as using the technique of sampling the sampling probability with sub sampling namely saturated samples. Respondents are examined in this study amounting to 76 people who are lecturers in the Faculty of Communications and Business Telkom University. Result of the study showed that there are six factors of early talent management factors on the performance of the Business and Communication Faculty lecturer University of Telkom, among others: the process of recruitment and selection, management process orientation, performance process development, recruitment recognition and retention, training and education. Result of study showed that the dominant factor that becomes a talent management factor that can improve the performance of lecturers of the faculty of Communication and Business.

Key words: Talent management, Performance, Human Resource Development, Analysis of Factors, Telkom University