

ABSTRACT

PT. INTI has been applying Management Trainee (MT) program since 2009, as a purpose to obtain potential talent and prepared them to occupy company managerial position in the future. In ideal condition, MTs are expected to pass over probationary period. However, incompatibility of candidate character while working has been a constraint so that some of them could not pass the probation. Turnover is caused by factors that can be controlled by the company, which is job satisfaction. These factors arise due to dissatisfaction of mismatch character of MT that led to the termination of the employee contract. According to Allen (2008) to avoid the factor of job satisfaction in the talent turnover can be resolved by redesigning the job being offered. This relates to the identification of competency criteria required the company to become a foundation in determining MT.

Talent identification in PT. INTI was begun with identifying key position for five divisions which are included in company's primary activity business. Key position identification is performed by weighting process of Analytic Hierarchy Process (AHP) for manager and supervisor position based on key position criteria defined. Then analyze company's talent criteria for key position, and the talent source for company to obtain talent. Identification result in 18 key positions with nine additional talent criteria for manager position, and six additional talent criteria for supervisor position. according to company requirement MT is dedicated for fresh graduated.

Keywords : Talent Management, Talent Identification, Human Capital Management , Analytical Hierarchi Process (AHP)