

ABSTRACT

Human resources is a central factor in organizations and companies. The importance of human resources in an organization or company requires every organization has a qualified and productive employees to run the organization.

This research was conducted in PT. Telekomunikasi Indonesia, Tbk Telkom Region Bandung by using talent management as the independent variable and performance as the dependent variable. The purpose of this study is to determine the effect of talent management on the increased employee performance in the company Witel Telkom Bandung. A good company is a company that can manage its human resources to increase profits for the company. With the purpose of the organization, it takes individuals or human resources that have performance in accordance with company expectations

Data collection method was done by distributing questionnaires to employees of PT.Telekomunikasi, Tbk Telkom Bandung area with the sample used in this research was 122 people. Data management is done by using SPSS ver. 21.00. With the research method used is quantitative method, the type of analysis used is descriptive and causal. Data analysis used is descriptive analysis, simple linear regression, hypothesis test (T test), and coefficient of determination (R^2). The sample technique used is non-probability sampling with purposive sampling.

Based on the results of data processing questionnaire with 122 respondents, it is known that the results of hypothesis testing can be concluded that talent management has a positive and significant impact on employee performance at PT. Telekomunikasi, Tbk Telkom Region Bandung. In the test results coefficient of determination (R^2) obtained 0.272. This shows that the magnitude of talent management influence to the increase of employee performance is 27.2%, while 72.8% influenced by other variable not examined in this research.

Based on the results of research, with talent management can provide input or attention for the company for its employees to be able to improve employee performance so that the future performance of employees every year there is an increase and better than the previous year. If performance increases then the skills and skills of employees will increase this good impact to the company to be able to increase corporate profits.

Keywords: talent management, employee performance