

## **ABSTRACT**

*Observing the quality of school principals, according to a World Bank report (1999), that the declining quality of schooling education in Indonesia is due to the low level of professionalism of principals. The low level of professionalism is because it is still weak in the way of appointment. To realize the implementation of governmental and development tasks required professional, responsible, honest and fair teachers through guidance that is implemented based on the system of work performance and career system focused on the system of work performance. The result of performance appraisal is used as the basis for consideration of decision of career management policy.*

*In order to discover the talent, the researcher undertakes a talent pool plan from defining key positions, setting talent criteria, assessing potential and performance where the results can be used to design talent pool. Talent pool for 1647 candidates for key position of high school principals of Bandung City using human asset value matrix method. From the result of mapping the candidate of principal key position by using 3x3 matrix, it can be seen that the result of potential and performance appraisal on work achievement value form skewed data. Talent pool like this can not be used as a reference for the succession of the principal's key position because it can not be seen spreading the potential and performance of teachers of high school civil servants of Bandung City because all talents belong to over performance, which then re-design.*

*The results of this talent management, there are 41 people who entered into the talent pool. This talent is consistent star (has high potential and performance). Talent development that can be applied include job rotation, job enrichment (add work with quality or complexity), assignment, while for growth and development can be given scholarship or course.*

*Keywords: talent management, human asset value matrix, talent pool, talent inventory, development*