

ABSTRACT

Human resource planning is an important thing to do by a company, because it has several benefits for a company including increasing the effectiveness and efficiency of HR utilization, ensuring competent HR needs and encouraging the development of an accurate HR information system in a company itself. Although HR planning has a very large impact, there are still many companies that still do not have good planning. The purpose of this study was to determine the needs of new employees and employee mapping seen from the condition of all employees and positions available at PT XYZ. This study uses a replacement chart and markov analysis method to anticipate the movement of employees who are planned or not to know the projections of movement in the short term so that certain positions do not experience vacant conditions in an unspecified time. The results of this study are short-term projections of employee movements and positions to be sought, candidate talent data, candidate names, candidates' ages and the readiness of candidates for promotion or rotation. In addition, this study was made as a tool in making decisions about employee movements in a planned manner. The conclusion obtained from this study is the creation of employee needs planning and coordinating it to conduct employee recruitment and selection activities in accordance with company needs.

Keywords: Replacement chart, Markov analysis, Talent Management, Employee Movement Planning