

ABSTRACT

Human is one of the key success factors of the business operations of a company or organization. Because humans can find ideas that are transformed into action so that the goals can be achieved. The development of the time and the increasingly sophisticated technology changes make the company should continue to grow, expand, and increase over the course of time.

This research was conducted at PT Pindad (Persero) by using talent managements 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 employee performance in the company PT Pindad (Persero) starts from the recruitment process, the selection process, the orientation process, performance management process, training and educations process, mapping talent process, talent review process, succession planning process, which the last process of tying talent.

Data collection method was done by distributing questionnaires to employees of PT Pindad (Persero) with samples used in this research was 344 respondents. Data processing using the SPSS version 20.00. Research methods using quantitative methods, the type of analysis used is descriptive and causal. Data analysis is the analysis of simple linear regression, descriptive, hypothesis test (T-test), and thhe coefficient of determination (R²). The sample technique used non-probability sampling.

The results obtained in this study indicates that talenta Management has a significant influence on employee performance in PT Pindad (Persero). This result has been proven based on the hypothesis that H₀ is rejected and H₁ is accepted.

The coefficient of determination is obtaine by the value of R square 0,317. This shows that the ability of the independent variable namely talent management in explaining the variance of the dependent variable, employee performance 31,7%, the remaining is 68,3%, which means that the dependent variable is explained by other factors besides talent management that are not included in this study. The results of this study will be an input for PT Pindad (Persero) to develop and improve talent management because it is proven to be able to increase employee performance in PT Pindad (Persero).

Keywords : Talent Management, Employee Performance