

ABSTRACT

The importance of a directed education will create human resources that are competent and able to compete with others. The diversity of each individual's talents will be directed by the application of good and quality talent management. The implementation of good talent management is able to drive performance to employees to continue to perform productive activities.

This research was conducted at the Education Foundation Telkom City Bandung with talent management as a variable free and employee performance as a variable bound. The purpose of this research is to know the implementation of talent management, to know the level of employee performance and to know the effect of talent management on the performance of employees of Telkom Education Foundation Bandung.

The research methods used are quantitative and the purpose of this research is descriptive. The Data obtained is the author of the dissemination of questionnaires to 77 respondents of the Education foundation of Telkom Bandung with a number of questions 41 with the scale of Likert used is 4 points.

The sampling method used in this research is to use a saturated sampling. The author explains the results of this study with a descriptive analysis technique using IBM SPSS 21. In explaining the results of the research, the data analysis techniques used are descriptive analysis, classical assumption test, simple linear regression, hypothesis testing and coefficient of determination

The results gained from this study show that the influence of talent management on employee performance provides a good value in its application. The coefficient of determination gained with the R square value of 54.7% contributes to the influence of the talent management variable on employee performance. Meanwhile, 45.3% is a constriction of influence from other variables beyond this study.

Keywords: Talent Management, Employee Performance, Human Resources