

ABSTRACT

Talent management is a system or a way to get the right assessment of each employee in the company. In the conventional method, the structural determination will be carried out by inputting data that has been determined to meet certain structural requirements. The method used is *machine learning* with the *Random Forests* method. Application development using SDLC Prototyping with the stages of gathering requirements, building prototyping, evaluating prototyping, coding the system, testing the system, and evaluating the system. The programming language used is python as a *machine learning* model development and PHP for the interface and utilizes MySQL as database storage, program testing is carried out using Black Box Testing to ensure the program's functionality can be used properly.

Keywords: Talent Management, *Random Forests*, Machine Learning, Prototyping.