

ABSTRACT

Basically, humans are the workforce that contributes to the achievement of organizational goals. Employees are the capital that has the potential to run the business processes of a company. This study aims to determine the effect of Talent Management on career development, development of forms of responsibility, and how to apply Talent Management to career development in PT Dayamitra Telekomunikasi (Mitratel).

Talent Management as an independent variable using the theory of Irmawaty & Hamdani (2016) with its indicators namely career experience, potential, initiative, cooperation, behavior, personal character quality, learning spirit. While career development as a dependent variable uses Handoko's theory (2014: 131-132) which reflects of job achievement, exposure, resignations, organizational loyalty, mentors and sponsors, and growth opportunities.

The population of this study were 182 employees spread across the Head Office of the Telkom Landmark Tower Building in Jakarta. Data collection method was done by distributing questionnaires to employees of PT. Dayamitra Telekomunikasi, Tbk Jakarta area with the sample used in this research was 125 people.

The Processing Data was done by using IBM Statistics SPSS ver. 25.00. With the research method used is quantitative method, and the type of analysis used is descriptive and causal. Data analysis techniques was used included descriptive analysis, simple linear regression, hypothesis testing (T-test), and coefficient of determination (R²). The sample technique used is non-probability sampling with purposive sampling.

The results obtained show that the application of talent management has a positive effect on career development in Mitratel. And it is known that the Cooperation dimension is the dimension that has the greatest influence in this study with a percentage reaching 91.2%.

Regarding the results obtained, the researcher provides advice for the company in the form of periodic sharing of support supported by the role of mentors and other facilities support, namely talent mapping that will be evaluated by the related Talent Pool and later can be managed again by the human resource development section in Mitratel.

Keywords : Human Resources, Talent Management, Career Development.