ABSTRACT

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The difficulties faced by PT.Haleyora Powerindo namely the effort of charging a functional and structural level manager that it is still difficult to do. With the difficulties faced by the company began to implement a program of talent management in the year 2017, where the aim is that the availability of a continuous cadre of future leaders for the company. But all the efforts that need to be investigated whether the companies have the readiness in the implementation of talent management. The purpose of writing this research is to measure the readiness of companies in implementing talent management at PT. Haleyora Powerindo. This research is qualitative approach with descriptive type using the method of case studies where this writing is an in-depth exploration of a system that is bound. Technique of data collection is through interviews and documentation. The results of the study, the initial step in this research is to determine the condition of the competence of the human resources and the readiness of companies in terms of recruitment and selection, orientation, performance management, recognition and retention, education and training as well as the development of regeneration. As the material data which will be presented by researchers, then the measurement data include the Division of Planning and Development, manager Recruitment and Development, manager of Training and Certification who are competent and know clearly in the management related with human resources policies at PT. Haleyora Powerindo. The company is ready to implement talent management in terms of recruitment and selection, orientation, performance management, recognition and retention, education and training as well as the development of regeneration. However, based on the competence of the company less ready to implement talent managemen