**PENGEMBANGAN MANAGEMENT SUMBER DAYA MANUSIA DENGAN PENDEKATAN TALENT MANAGEMENT DAN FUZZY-ANP PADA PENYELIA TINGKAT PERTAMA DI BAGIAN SEWING PT LEADING GARMENT INDUSTRIES**

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***ABSTRACT***

*The importance of the role of human resources in an organization is of concern to PT Leading Garment Industries (PT LGI) as a company engaged in labor-intensive industries, continuing to strive to improve the competitiveness of companies. PT LGI is required to develop appropriate policies in managing human resources to ensure the size of the workforce can be in line with the increase in performance and competitiveness. PT LGI strives to improve company competencies with a focus on developing human resources by paying attention to talent factors which are the orientation of Talent Management implementation. This research is a multi-criteria study that is used to identify the condition of talent line leaders in PT LGI. From the results of the study, 10 types of criteria are needed to identify line leader talents which include criteria for Quality, Efficiency, Change Over, Experience, Expertise, Communication, Integrity, Responsibility, Cooperation, and Work Ethics. Based on the criteria weighting process with the Fuzzy-ANP method and talent mapping, it is known that the line leader talent condition depicted in the Human Asset Values ​​matrix segmentation has 3 segments of special concern, namely the star player segment with a composition of 5.6%, deadwood segment of 5.6%. This is a matter of consideration in determining recommendations for the development of the role of human resource management in PT LGI.*

***Keywords: Competitiveness, Talent Management, Fuzzy-ANP, Human Asset Values***

**ABSTRAK**

Pentingnya peran sumber daya manusia dalam suatu organisasi menjadi perhatian PT Leading Garment Industries (PT LGI) sebagai perusahaan yang bergerak di industri padat karya, terus berusaha untuk meningkatkan daya saing perusahaan. PT LGI diharuskan membangun kebijakan yang tepat dalam mengelola SDM untuk memastikan besarnya jumlah tenaga kerja dapat sejalan dengan peningkatan kinerja dan daya saingnya. PT LGI berupaya untuk meningkatkan kompetensi perusahaan dengan fokus pada pengembangan sumber daya manusia dengan memperhatikan faktor talenta yang merupakan orientasi dari implementasi *Talent Management.* Penelitian ini merupakan penelitian dengan multi kriteria yang digunakan untuk mengidentifikasi kondisi talenta *line leader* yang ada di PT LGI. Dari hasil penelitian diketahui 10 jenis kriteria yang dibutuhkan untuk mengidentifikasi talenta line leader yang meliputi kriteria Kualitas, Efisiensi, Change Over, Pengalaman, Keahlian, Komunikasi, Integritas, Tanggung Jawab, Kerjasama, dan Etika Kerja. Berdasarkan proses pembobotan kriteria dengan metode *Fuzzy*-ANP dan pemetaan talenta diketahui bahwa kondisi talenta line leader yang digambarkan dalam segmentasi matriks *Human Asset Values* terdapat 3 segmen yang menjadi perhatian khusus yaitu segmen *star player* dengan komposisi 5.6%, segmen *deadwood* sebesar 5.6%. Hal ini menjadi bahan pertimbangan dalam menentukan rekomendasi bagi pengembangan peran manajemen sumber daya manusia di PT LGI.

**Kata kunci: Daya Saing, *Talent Management*, *Fuzzy*-ANP, *Human Asset Values***

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