

## **ABSTRACT**

*This research examines the influence of human resource information systems, placement, and talent management on work motivation and its impact on employee performance at the Department of Public Works, Construction Development, and Urban Planning of Bandung City. Which has issues with the reliability and security of the HR system, placements that are still not optimal, uneven talent management, and employee motivation and performance that are still lacking.*

*Data collection was conducted using a questionnaire method that contained a list of questions regarding each variable being studied. The respondents of this research are employees of the Department of Public Works, Construction Development, and Urban Planning of Bandung City. The sample used consisted of 145 respondents.*

*Data analysis in this study uses the SmartPLS program. Hypothesis testing with the PLS approach is conducted in two stages, namely outer model testing and inner model testing. Outer model testing is carried out to prove the validity and reliability of all indicators in each variable. Inner model testing is conducted to examine the influence between variables according to the previously established hypothesis. Then it is explained descriptively and verifiably.*

*The research results show that human resource information systems, placement, talent management, and work motivation have a significant and positive impact on employee performance both directly and indirectly: (1) The impact of human resource information systems on employee performance is 24.2%, (2) The impact of placement on employee performance is 9.5%, (3) The impact of talent management on employee performance is 32.8%, (4) The impact of work motivation on employee performance is 69.2%.*

**Keywords:** *Human resources information systems, Placement, Talent Management, Job motivation, Employees performance.*