

ABSTRACT

This study aims to analyze the effect of human resource information systems, placement, and talent management on work motivation and its impact on employee performance at the Bandung City Culture and Tourism Office. An effective and efficient human resource information system is expected to support increased work motivation through proper placement and good talent management.

This research uses a quantitative approach with data collection techniques through questionnaires to a number of employees at the Bandung City Culture and Tourism Office. The sample used was 63 respondents.

Data analysis in this study used the SmartPLS program. Hypothesis testing using the PLS approach was conducted in two stages, namely the outer model test and the inner model test. The outer model test was conducted to prove the validity and reliability of all indicators on each variable. The test of the internal model is carried out to test the influence between the variables according to the previously established hypothesis. Then it is explained descriptively and verifiably.

The results showed: (1) Human resource information system has a positive and significant effect on employee performance partially by 14.5%, (2) Placement has a positive and significant effect on employee performance partially by 16.7%, (3) Talent management has a positive and significant effect on employee performance partially by 36.1%, (4) Work motivation has a positive and significant effect on employee performance partially by 65.9%.

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