

ABSTRACT

This study aims to determine the effect of work skills and talent management on the performance of employees at the Badan Keuangan dan Aset Daerah Kabupaten Bandung. In this research, work skills and talent management are factors suspected to influence employee performance. The study was conducted based on employee performance appraisal data at the Badan Keuangan dan Aset Daerah Kabupaten Bandung. The method used in this research is descriptive and verificative analysis, with a non-probability sampling technique (saturated sample) involving 90 respondents. Data collection techniques included observation, interviews, and questionnaires. The research instrument was tested using validity and reliability tests. The data analysis methods used were multiple linear regression, multiple correlation, coefficient of determination, and hypothesis testing. The results of the study using these methods show that there is an influence both partially and simultaneously. The findings indicate that work skills influence employee performance by 32.7%, while talent management influences employee performance by 39.7%. Simultaneously, the effect of work skills and talent management on employee performance at the Badan Keuangan dan Aset Daerah Kabupaten Bandung amounts to 72.4%, with the remaining 27.6% influenced by other factors not examined in this study.

Keywords: Work Skills, Talent Management, Employee Performance