

## ABSTRACT

Employee management is a common obligation of big and bonafit companies especially in Indonesia. Besides as a form of appreciation given the company to its employees, as well as one way the company retains its employees to survive and continue to work to succeed the company's vision. The existence of talent management is one way for the management of employees, especially for employees who excel and have the potential to lift the company towards the better. Human resources become the most important point in the running of a company. In this case study the study was in the Lintasarta company.

In this research in know the difference that happened at implementation of talent management with theory according to expert. Firstly, there is no talent pool in Lintasarta's talent management company, where it is used to classify and clarify employees according to the talent and classification owned by employees in Lintasarta's company. Second, the implementation of talent management in Lintasarta is still done globally, ie the total number of employees including the target or object of talent management. Where, according to the theory of experts say, the application of talent management should focus on qualified and talented employees.

This study aims to determine the existence of existing talent management in Lintasarta company is still said to be new that is in 2014 has an influence on existing performance at Lintasarta company. The method used is descriptive quantitative. The type of data needed is primary data and secondary data. Sampling is done by probability sampling method of simple random sampling, with the number of respondents as many as 240 employees. Data analysis techniques used descriptive analysis and simple linear regression analysis

Result of research based on t test show that "talent management variable in with significant contribution to performance variable" whereas in technique of simple linear regression analysis show effect of change at variable of management talent to performance variable equal to 63.8%

Keywords: Talent management, performance, employee performance.