

## **ABSTRACT**

*Employee is the most important resource for a company, Elements that exist in an agency will not run without any employees responsible for running it. The fierce competition that occurs in the scope of Human Resources becomes a challenge for agencies in Indonesia to continue to develop employees to be the best employees who have the required competencies. Over time, employees who have the necessary competencies are more difficult to obtain. Batam Enterprises Body has quite a lot of employees but the percentage of talent pool decreases every year. The number of resignations also increased from 2012 to 2016 but again decreased at the end of October 2017. As an institution in such a way should be able to prepare the needs of employees in order to meet the increasingly complex needs and answer the competition that occurred in the scope of Human Resource this is related to the career as well development of employees within the company.*

*Competence development can be supported by the application of talent management, where talent management is given to potential employees who are expected to have the skills and competencies required for most companies today. This study aims to determine the effect of Talent Management on Employee Career Development as well as to see the form of talent management application and career development in Batam Enterprises Agency for its employees.*

*Methods of data collection using questionnaire survey method that is distributed to several respondents where the respondents in this study are all employees under the Members 1 Administration and General Field Batam Enterprises Agency. The questionnaire was processed using SPSS version 22.0 for Windows. While analytical techniques use Classic Assumption Test, Interval Successive Method, T Test, and Simple Linear Regression Analysis.*

*From the results obtained shows that the application of talent management has a positive effect on career development in Batam Enterprises Agency. dan diketahui that the dimension of the learner's soul is the dimension that has the greatest influence in this study with percentage reached 92.55%.*

*Associated with the results obtained the researcher gives advice for the institution in the form of organizing forum sharing supported by the mentor and other facilities support is talent mapping that will be evaluated by related bureaus and later can be re-managed by the human resources development in Batam Enterprises Agency.*

*Keywords: Human Resources; Talent Management; Talents; Competence; The Soul of the Learner.*

