

ABSTRACT

Over the last few years, the telecommunication industry facing the same problem as many other industries. They have been facing rapid changes resulting not only from globalization but also from technological development. Talent management can be one of the keys to having a competitive advantage, to be able to maintain and managing employee who has high performances and develops their employee is one of the key element of talent management and as a result company having a talented employee that can increase organizational performance and employee engagement. The purpose of this research is to analyze the Health Factor of Talent Management at PT Telkom Regional 3 West Java and to see how they manage Talent Management at PT Telkom Regional 3 West Java.

Data analysis techniques in this research are confirmatory factor analysis with the First Order and Second-Order Confirmatory Factor Analysis (SOCFA) using software AMOS for Windows version 24 and descriptive analysis. The sample of this research is 130 employees of PT Telkom Regional 3 West Java. Data were collected using a questionnaire containing 38 statements regarding the health of talent management at PT Telkom Regional 3 West Java.

Based on the descriptive analysis it is known that Deployment has an average value of 84.3% which include in the very high category, Diagnosis has an average score of 85% which include in the very high category, Development has an average score of 83.042% which include in the high category, while Demarcation has an average value 82.71% which include in the high category.

Keywords: Talent Management, Deployment, Diagnosis, Development, Demarcation