

ABSTRACT

BUMN or State-Owned Enterprises are government-owned organizations whose main task or function is to carry out guidance for State Companies / State-Owned Enterprises in the Republic of Indonesia. Many companies are under the auspices of SOEs and not a few employees are in each state-owned company. The performance of the company's employees is seen through the company's talent management and the implementation of the core values of the SOE itself.

This study aims to determine the talent management of SOEs in Bandung, the core values of BUMN companies in Bandung, the performance of BUMN employees in Bandung, and the influence of talent management and company core values on the performance of BUMN employees in Bandung simultaneously and partially.

This research uses descriptive causal techniques through a quantitative approach with a minimum sample of 100 BUMN employees working in Bandung with data analysis techniques using PLS-SEM and processed with the SmartPLS application.

Based on the results of descriptive analysis, it was found that Talent Management, Company Core Value, and Work Performance were in the very good category. The results of the analysis show that Talent Management does not have a significant effect on Work Performance, while Company Core Value has a significant effect on Work Performance. In this study, it was found that Talent Management and Company Core Value had a significant effect on the Work Performance of SOE employees in Bandung simultaneously and partially.

Keywords: Talent Management, Company Core Values, Employee Performance, BUMN.