

ABTRACT

Effective Talent Management is crucial for developing future company leaders and addressing organizational challenges. However, a robust learning strategy, incorporating Experiential Learning, is essential to fully cultivate employee talent and maximize individual potential. The combined success of these initiatives will directly correlate with enhanced employee performance.

This research investigates the impact of Talent Management and Experiential Learning on employee performance at PT Pamapersada Nusantara Job Site Indo, East Kalimantan. Given today's dynamic business landscape, organizations must prioritize effective human resource management, including comprehensive talent development and experience-based learning programs.

This research uses a quantitative approach, collecting data through questionnaires distributed to employees. The data analysis technique used is PLS-SEM (Partial Least Squares-Structural Equation Modeling). The research analysis unit is a sample of 102 employees of PT Pamapersada Nusantara Job Site INDO, East Kalimantan. Data were collected using a questionnaire containing 30 statements related to certain factors regarding Talent Management and Experiential Learning development.

The results of this research, Talent Management achieved 95% average success rate, classified as excellent. All metrics demonstrated highly satisfactory performance, with individual scores ranging from 93.53% to 96.37%. Experiential Learning data averaged 80,2%, also categorized as excellent, signifying a highly effective employee learning experience. Therefore, a comprehensive evaluation of current learning program efficacy is necessary to ensure that future development initiatives directly correlate with enhanced employee competency, improved performance, and positive organizational outcomes.

Consequently, Talent Management and Experiential Learning demonstrably contribute to enhanced employee performance. These results provide crucial insights for management in formulating employee development strategies to ensure sustained organizational success.

Keywords: *Talent Management, Experiential Learning, Employee Performance, PT Pamapersada Nusantara*