

# KETERLIBATAN MULTIDISIPLIN MANAJEMEN TALENTA DALAM MENINGKATKAN KINERJA KARYAWAN PT. HESED INDONESIA

## ABSTRAK

**Latar belakang:** Pendekatan multidisiplin terhadap manajemen talenta sangatlah penting karena mampu meningkatkan kinerja karyawan. Perencanaan Sumber Daya Manusia, rekrutmen talenta, pengembangan talenta, retensi talenta, talenta *performance*, dan teknologi SDM semuanya merupakan bagian integral dari suatu sistem yang saling berhubungan dalam upaya peningkatan kinerja karyawan.

**Tujuan:** Untuk melihat keterlibatan multidisiplin dalam manajemen talenta di PT. Hersed Indonesia dapat meningkatkan kinerja karyawan.

**Metode:** Jenis penelitian ini menggunakan penelitian *explanatory research* dengan metode pendekatan kuantitatif. Penelitian ini dilakukan di lingkungan PT. Hersed Indonesia. Teknik pengambilan sampel dengan *simple random sampling* sebanyak 92 responden. Uji statistic menggunakan uji regresi liner berganda, uji t, uji f, uji koefisien determinasi.

**Hasil:** Retensi talenta (p 0,000) dan Rekrutmen talenta (p 0,004 ) berpengaruh positif terhadap kinerja karyawan PT. Hersed Indonesia. Teknologi manajemen talenta berpengaruh yang signifikan terhadap kinerja karyawan PT. Hersed Indonesia, namun dengan arah hubungan negatif (Sig. = 0,009). Talent performance p 0,097, Perencanaan SDM (p 0,302) dan Pengembangan Talenta (p 0,260) tidak berpengaruh signifikan terhadap kinerja karyawan PT. Hersed Indonesia.

**Kesimpulan:** Retensi talenta, teknologi manajemen talenta dan Rekrutmen talenta berpengaruh terhadap kinerja karyawan PT. Hersed Indonesia. Talent performance, Perencanaan SDM dan Pengembangan Talenta tidak berpengaruh signifikan terhadap kinerja karyawan PT. Hersed Indonesia.

**Kata Kunci:** Multidisiplin manajemen Talenta, Kinerja, Karyawan

## **MULTIDISCIPLINARY INVOLVEMENT OF TALENT MANAGEMENT IN IMPROVING EMPLOYEE PERFORMANCE AT PT. HESED INDONESIA**

### **ABSTRACT**

*Background: A multidisciplinary approach to talent management is essential as it can improve employee performance. Human Resource Planning, talent recruitment, talent development, talent retention, talent performance, and HR technology are all integral parts of an interconnected system designed to improve employee performance.*

*Objective: To examine how multidisciplinary involvement in talent management at PT. Hased Indonesia can improve employee performance.*

*Method: This study employed explanatory research with a quantitative approach. The study was conducted at PT. Hased Indonesia. The sampling technique used simple random sampling with 92 respondents. Statistical tests used multiple linear regression, t-test, f-test, and coefficient of determination.*

*Results: Talent retention ( $p = 0.000$ ) and talent recruitment ( $p = 0.004$ ) had a positive effect on employee performance at PT. Hased Indonesia. Talent management technology had a significant effect on employee performance at PT. Hased Indonesia, but with a negative relationship (Sig. = 0.009). Talent performance ( $p$ -value 0.097), HR Planning ( $p$ -value 0.302), and Talent Development ( $p$ -value 0.260) did not significantly influence employee performance at PT. Hased Indonesia.*

*Conclusion: Talent retention, talent management technology, and talent recruitment influence employee performance at PT. Hased Indonesia. Talent performance, HR Planning, and Talent Development do not significantly influence employee performance at PT. Hased Indonesia.*

*Keywords: Multidisciplinary Talent Management, Performance, Employees*