

DAFTAR ISI

KATA PENGANTAR.....	iii
DAFTAR ISI	iv
DAFTAR TABEL.....	vii
DAFTAR GAMBAR	viii
DAFTAR LAMPIRAN	ix
ABSTRAK	x
<i>ABSTRACT</i>	xi
BAB I PENDAHULUAN	1
1.1 Latar Belakang	1
1.2 Rumusan Masalah.....	5
1.3 Pertanyaan Penelitian.....	6
1.4 Tujuan Penelitian	6
1.5 Manfaat Penelitian	6
BAB II TINJAUAN TEORITIS	7
2.1 Teori Motivasi.....	7
2.2 <i>Talent Management</i>	8
2.2.1 <i>Talent attraction and Selection:</i>	8
2.2.2 <i>Talent Retention</i>	9
2.2.3 <i>Talent development</i>	10
2.3 <i>Strategic Human Resource Planning</i>	10
2.3.1 <i>Assessing the current human resource capacity</i>	12
2.3.2 <i>Forecasting human resource requirements</i>	12
2.3.3 <i>Gap analysis</i>	13

2.3.4 *Developing human resource strategies to support corporate strategies*

14

2.4 Penelitian Terdahulu 16

BAB III METODE PENELITIAN..... 20

3.1 Jenis Penelitian 20

3.2 Lokasi dan Waktu Penelitian..... 20

3.3 Metode Pengambilan Data..... 20

3.3.1 Penentuan Subyek Penelitian 20

3.3.2 Daftar Subjek Penelitian 21

3.3.3 Metode Pengumpulan Data..... 21

3.3.4 Metode Analisis Data 21

3.4 Kerangka Konsep..... 22

3.5 *Market research Consulting firm* 26

BAB IV HASIL PENELITIAN DAN PEMBAHASAN 28

4.1 Analisis *Talent Management*..... 28

4.1.1 *Talent attraction* 28

4.1.2 *Talent development*..... 35

4.1.3 *Talent Retention*..... 42

4.2 Analisis *Strategic Human Resource Planning*..... 46

4.2.1 *Human resource capacity assessment* 46

4.2.2 *Forecasting HR requirement* 47

4.2.3	<i>Gap analysis</i>	48
4.2.4	<i>Developing human resources strategy</i>	53
4.3	Ringkasan singkat hasil penelitian	56
4.3.1	<i>Talent Management</i>	56
4.3.2	<i>Strategic Human Resource Planning</i>	57
BAB V	SIMPULAN DAN SARAN	74
5.1	Simpulan	74
5.2	Implikasi	75
5.2.1	Implikasi Teoritis	75
5.2.2	Implikasi Praktis	75
5.3	Keterbatasan	76
5.4	Saran	76
5.4.1	Saran bagi Perusahaan	76
5.4.2	Saran bagi Penelitian Selanjutnya	77
DAFTAR PUSTAKA	78