



## DAFTAR PUSTAKA

- Armstrong, M., dan Taylor, S. (2014). *Armstrong's Handbook of Human Resource Management Practice 13<sup>th</sup> edition*. United Kingdom: Kogan Page.
- Baird, L., dan Meshoulam, I. (1988). Managing Two Fits of Strategic Human Resource Management. *Academy of Management Review*, 13 (1), 116-128.
- Barnes, Ralph M. (1980). *Motion and Time Study: Design and Measurement of Work*. New York: John Wiley & Sons.
- Barney, J. B., dan Wright, P. M. (1986) On Becoming a Strategic Partner: The Role of Human Resources in Gaining Competitive Advantage. *Human Resource Management*, 37 (1), 31-46.
- Berger, L. A., dan Berger, D. R. (2008). *The Handbook of Best Practices on Talent Management*. Jakarta: Penerbit PPM.
- Berliandaldo, M. (2017). Strategi Penerapan *Talent Management* dalam Pengembangan Sumber Daya Manusia di Pusat Inovasi LIPI (makalah seminar tidak diterbitkan). First National Conference on Business and Entrepreneurship, Universitas Ciputra.
- Briscoe, J. P., Henagan, S. C., Burton, J. P., dan Murphy, W. M. (2012). Coping with an insecure employment environment: The differing roles of protean and boundaryless career orientations. *Journal of Vocational Behavior*, 80, 308-316.
- BUMN Insight. (2015). Potensi Super Besar *Holding* Perkebunan. Tersedia di <http://www.bumninsight.co.id/perspektif/kolom/potensi-super-besar-holding-perkebunan>. Diakses pada 07 November 2017.
- Capelli, P. (2008). *Talent on Demand: Managing Talent in an Age of Uncertainty*. Boston: Harvard Business School Press.
- Chandramohan, A. (2008). *Human Resource Management (Text and Cases)*. New Delhi: A P H Publishing Corporation.
- Cheloha, R., dan Swain, J. (2005). Talent Management System, Key to Effective Succession Planning. *Canadian HR Reporter*, 18 (17), 5–7.
- Collings, D. G., dan Mellahi, K. (2009). Strategic Talent Management: a Review and Research Agenda. *Human Resource Management Review*, 19, 304-313.



Cooper, D. R., dan Schindler, P. S. (2014). *Business Research Methods 12<sup>th</sup> Edition*. New York: McGraw-Hill.

Egerová, D., Eger, L., Jirincová, M., Lančarič, D., Savov, R., Sojka, L., Taha, V. A., Sirková, M., Kaščáková, Z., Czeglédi, C., Hajos, L., Marosné, Z. K., Leczykiewicz, T., Springer, A., dan Szypuła, K. (2013). Integrated Talent Management – Challenge and Future for Organisations in the Visegrad Countries (makalah tidak diterbitkan). University of West Bohemia.

Gelens, J., Dries, N., Hofmans, J., dan Pepermans, R. (2013). The Role of Perceived Organizational Justice in Shaping the Outcomes of Talent Management: A Research Agenda. *Human Resource Management Review*, 23, 341-353.

Hall, D. T. (2004). The Protean Career: A Quarter-century Journey. *Journal of Vocational behavior*, 65, 1-13.

Hall, D. T., dan Yip, J. (2016). Discerning Career Cultures at Work. *Organizational Dynamics*, 45, 174-184.

Hatum, A. (2010). *Next Generation Talent Management: Talent Management to Survive Turmoil*. Palgrave Macmillan.

Hills, Angela. (2009). Succession Planning—or Smart Talent Management?. *Industrial and Commercial Training*, 41 (1), 3-8.

Kaplan, R. S., dan Norton, D. P. (2005). The Balanced Scorecard – Measures that Drive Performance. *Harvard Business Review*. July-August. Tersedia di <https://brainmass.com/file/1550245/BALANCED+SCORECARD.pdf>, diakses pada 07 Maret 2017.

Lepak, D. P., dan Snell, S. A. (1999). The Human Resource Architecture: Toward a Theory of Human Capital Allocation and Development. *Academy of Management Review*, 24 (1), 31-48.

Manopo, C. (2011). *Competency Based Talent and Performance Management System*. Jakarta: Penerbit Salemba Empat.

Mello, J. A. (2015). *Strategic Human Resource Management 4<sup>th</sup> edition*. United States: Cengage Learning.

Michaels, E., Handfield-Jones, E., dan Axelrod, B. (2001). *The War for Talent*. Boston: Harvard Business School Press.

Newhall, S. (2015). Aligning the Talent Development and Sucession Planning Process: Don't Allow Critical Leadership Talent to Fall by the Wayside.



*Development and Learning in Organizations: An International Journal*, 29 (5), 3-6.

Patton, M. Q. (2009). *Metode Evaluasi Kualitatif* (Budi Puspo Priyadi, Trans). Yogyakarta: Pustaka Pelajar. (*Original work* diterbitkan tahun 1991).

Pella, D. A., dan Inayati, A. (2011). *Talent Management: Building Human Capital for Growth and Excellence*. Jakarta: PT Gramedia Pustaka Utama.

PT Perkebunan Nusantara III. (2016). Program *Corporate Turnaround*. Tersedia di [http://www.ptpn3.id/index.php?id/inisiatif/sub-inisiasi](http://www.ptpn3.id/index.php?id=inisiatif/sub-inisiasi). Diakses pada 07 November 2017.

PT Perkebunan Nusantara IV. (2016). Laporan Tahunan (*Annual Report*) 2016.

PT Perkebunan Nusantara IV. (2016). Laporan Asesmen Keterikatan Karyawan Tahun 2016.

Purnadi, P. (2017). Certified Talent Management (makalah seminar tidak diterbitkan). Universitas Muhammadiyah Yogyakarta.

Rothwell, W. J. (2010). *Effective Succession Planning: Ensuring Leadership Continuity and Build Talent from Within*, 4<sup>th</sup> Edition. United States: Amacom.

Rothwell, W. J., Jackson, R. D., Ressler, C. L., Jones, M. C., dan Brower, M. (2015). *Career Planning and Succession Management: Developing Your Organization's Talent-for Today and Tomorrow 2<sup>nd</sup> edition*. Santa Barbara: Praeger.

Sparrow, P., Hird, M., dan Balain, S. (2011). *Talent Management: Time to Question the Tablets of Stone?* (makalah tidak diterbitkan). CPHR, Lancaster University Management School.

Sparrow, P. R., dan Makram, H. (2015). What is the Value of Talent Management? Building Value-Driven Processes within a Talent Management Architecture. *Human Resource Management Review*, 25, 249-263.

Spencer, L. M., dan Spencer, S. M. (1993). *Competence at Work: Models for Superior Performance*. New York: John Wiley & Sons.

Staedler, K. (2011). Talent Reviews: the Key to Effective Succession Management. *Business Strategy Series*, 12 (5), 264-271.



Swailes, S., dan Downs, Y. (2014). Inclusive Talent Management: Model Building and Theoretical Underpinning (makalah seminar tidak diterbitkan). University of Huddersfield, Queensgate.

Tracy, S.J. (2010). Qualitative quality: Eight “big-tent” criteria for excellent qualitative research. *Qualitative Inquiry*, 16 (10), 837–851.

Ulrich, D., dan Smallwood, N. (2012). What is Talent?. *Leader to Leader*, 63, 55-61.

Yin, R. K. (2011). *Qualitative Research from Start to Finish*. New York: The Guilford Press.