

## INTISARI

Studi ini mempunyai sejumlah tujuan yaitu yang pertama, menentukan strategi pengembangan talenta yang paling efektif di perusahaan, menentukan sifat-sifat dan kompetensi yang sesuai dengan kebutuhan perusahaan dan dapat diukur, penyusunan rencana pelaksanaan program pengembangan manajemen talenta dan memberikan mekanisme evaluasi bagi efektifitas pelaksanaan manajemen talenta. Mekanisme yang dirumuskan melalui strategy map dalam kerangka balance scorecard dan persektif human capital untuk memastikan mekanisme sesuai dengan kebutuhan dengan organisasi dan mendorong pencapaian tujuan organisasi.

**Kata kunci:** *strategic management, human capital management, balanced performance management, talent management, competency, key performance indicator.*

## **ABSTRACT**

*The purpose of this study is to formulate a talent management mechanism based in company strategy, to formulate the nature and competence of leaders in accordance with characteristics of the organization to boosting company performance. To ensure that the talent management can be conducted effectively, it must be integrated with other functions within the human capital perspective.*

*The research scope is within qualitative descriptive analysis. It is using combination of primary and secondary data. The primary data is obtained from company strategy and FGD, and the secondary data from the literatures of this subject.*

*The research is using the human capital paradigm, which is it is also discussed about how to develop company strategy from mission and vision, recruitment competency, performance management, development and remuneration.*

*The result showed the specific leadership competency for company and specific talent management mechanism.*

*It is believed that the result can be used by the company to developing people and to meeting the needs of effective leaders for the future.*