

ABSTRAK

Pertumbuhan dan perkembangan penggunaan listrik di Indonesia akan mendorong jumlah pembangunan pusat pembangkit tenaga listrik. Oleh karena itu, proyeksi permintaan baru akan jasa *Operasi dan Maintenance* serta *asset management* semakin bertambah, bisnis jasa *Operation & Maintenance (O&M)* juga akan semakin berkembang. PT. PJB Services sebagai salah satu perusahaan penyedia jasa O&M di Indonesia harus mampu menghadapi tantangan dan kompetisi di pasar jasa O&M yang semakin ketat. Kondisi persaingan yang makin menuntut adanya keunggulan dalam kompetensi, terutama kompetensi Sumber Daya Manusia, memaksa PT. PJB Services untuk siap “berperang” pada habitat yang lebih besar. Kondisi demikian menyebabkan pembangunan *Talent Management System* menjadi sangat penting. PT. PJB Services harus benar-benar mempersiapkan Sumber Daya Manusia-nya untuk *fight* dan *survive*, mampi menjawab tantangan yang semakin berat.

Penelitian ini bertujuan untuk mengetahui bagaimanakah rancangan *Talent Management System* di PT. PJB Services. Metode yang digunakan di dalam penelitian ini adalah pendekatan kualitatif.

Dari penelitian ini didapatkan bahwa PT. PJB Services saat ini baru saja mulai merancang *Talent Management System*, dengan fokus pada program kaderisasi. Rancangan ini masih dalam bentuk draft.

Penelitian ini diharapkan dapat menjadi referensi dan masukan dalam proses rancangan Talent Management Sistem di PT. PJB Services.

Kata Kunci: *Talent, Talent Management, Talent Management System, Talent Management Process, Talent Management Strategy*

ABSTRACT

Growth and development of the use of electricity in Indonesia will encourage the amount of electric power plant construction. Therefore, the projected new demand for services Operations and Maintenance and asset management, business of Operation & Maintenance (O & M) services will also be growing. PT. PJB Services as one of the O & M services provider in Indonesia should be able to face the challenges and competition in the market O & M services that increasingly stringent. The Competitive conditions like this are increasingly demanding excellence in competence, especially the competence of Human Resources, forcing PT. PJB Services to be ready to "fight" in the larger habitat. These conditions led the development of Talent Management System becomes very important. PT. PJB Services must really prepare its Human Resources to fight and survive, able to answer the increasing challenges.

This study aims to determine how the design of the Talent Management System in PT. PJB Services. The method used in this study is a qualitative approach.

From this study it was found that PT. PJB Services currently has just started designing Talent Management System, with a focus on regeneration program. This design is still in draft form.

This study is expected to be a reference and input in the design process Talent Management System in PT. PJB Services.

Keywords: Talent, Talent Management, Talent management System, Talent Management Process, Talent Management Strategy