

Talent Management at Meira Visi Persada Foundation

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Abstract

The research seeks to understand the importance of Talent Management at the MVP Foundation. The method used in this study is a descriptive method with a qualitative approach. The data sources used are primary and secondary data. Data collection techniques include observation, interviews, and documentation. The research instruments are the researcher, interview guidelines, and field notes. Talent management is key to the success of Meira Visi Persada (MVP) Foundation, focusing on human resource development and innovation. MVP's talent management strategy includes the recruitment, development, and retention of talented employees, and managing them to support growth and productivity. A careful recruitment process ensures alignment with the foundation's mission, builds a competent team, and reduces turnover. Continuous training programs enhance staff skills, motivation, and engagement, positively impacting productivity and the achievement of the foundation's mission.

Keywords: Financial Management, Meira Visi Persada, Strategy

1. INTRODUCTION

Human Resource Management (HRM) often prioritizes individual development in connection with management performance, often through rewards and financial incentives. However, in a broader context, talent management, the process of managing individuals based on their competency levels, requires a more comprehensive and strategic approach. Managing talent involves three primary components: supporting and strengthening new employees upon their initial arrival at the company, maintaining and enhancing current employees, and drawing in individuals with the right skills, commitment, and qualities to become part of the organization. This process is crucial for creating a work environment that not only supports the achievement of organizational objectives but also optimizes each individual's potential. (Nisa, 2016)

The term “talent management” was first introduced by McKinsey & Company in their 1997 study. The concept was further popularized in a book written by Ed Michaels, Helen Handfield-Jones, and Beth Axelrod. The book describes how successful organizations use talent management as a strategy to link HR processes such as search, recruiting, training, development, and promotion to their core business. This approach focuses on utilizing and developing talent to make the most of the organization’s goals. (Susilo, 2018)

In the Meira Persada Foundation (MVP) context, effective talent management implementation is indispensable. MVP is deeply committed to fostering positive change through human resource development and groundbreaking discoveries. Ensuring every employee and volunteer is operating at their best is crucial to making meaningful contributions. Employees with exceptional talent, possessing quick and innovative thinking skills and above-average work abilities, can greatly expedite the achievement of the foundation’s objectives. However, they can easily become disengaged if they are not presented with fresh challenges. Therefore, MVP's talent management approach should be flexible and innovative.

Effective talent management at MVP should cater to the needs of highly talented employees. Traditional management techniques, such as strict instructions and inflexible procedures, may stifle their motivation. Conversely, providing opportunities to express themselves and tackle new challenges can enhance their enthusiasm and performance. Highly talented employees often offer strategic insights on how to expedite organizational goal attainment. Therefore, MVP's talent management strategy should involve granting autonomy in significant projects and providing opportunities for employees to take the initiative and innovate.

Organizational policies also have a significant impact on talent management. At MVP, policies should support talent management fairly and transparently. This encompasses objective performance evaluations, constructive feedback, and acknowledgment of individual accomplishments. With policies that promote employee growth and development, MVP can cultivate a positive and productive work

environment, ultimately enhancing the foundation's performance and effectiveness in achieving its goals. (Sadana, 2019)

Overall, the implementation of strategic and effective talent management at the Meira Persada Foundation is key to increasing work productivity and achieving the foundation's mission. By optimally managing and developing employee skills, the foundation can strengthen its position as a driver of positive change in society and continue to make a significant impact in the fields it work in. Successful talent management will ensure that MVPs can better face challenges and achieve long-term success, allowing the foundation to continue to make meaningful and sustainable contributions.

2. METHOD

The research method used is a descriptive method with a qualitative approach. The data sources used are primary and secondary data. Data collection techniques include observation, interviews, and documentation. The research instruments are the researcher, interview guidelines, and field notes. The data analysis method employed is the Interactive Model Analysis by Miles and Huberman, which involves data collection, data reduction, data presentation, and conclusion.

3. RESULT AND DISCUSSION

The Role of Talent Management in Increasing Meira Visi Persada's Work Productivity

Human Resource Management (HRM) often focuses on developing individuals in a way that aligns with management goals, typically through the provision of rewards and financial incentives. However, talent management goes further by focusing on a more comprehensive process. This process encompasses three main aspects: first, developing and strengthening new employees when they first join the institution; second, retaining and developing existing employees within the institution; and third, attracting employees who have the competencies, commitment, and character that match the needs of the

institution. Thus, talent management not only manages who joins the company but also ensures the sustainability and relevance of existing employees, including how they leave the organization. (Rahmawati, 2019)

The application of talent management in an organization is not limited to the organization's ability to attract or recruit the best people but involves an ongoing process of searching, recruiting, developing, and retaining employees. This process also includes job promotions and evaluations to ensure that individuals remain by the criteria or standards set by the company. In this context, talent management includes efforts to keep existing employees motivated and contributing effectively, while monitoring how they leave the organization and not disrupt productivity or work continuity. (Sintaasih, 2019)

At Meira Persada Foundation (MVP), talent management plays an important role in increasing work productivity. MVP, as a foundation committed to human resource development and innovative discoveries, requires a strategic approach to managing and developing existing talents. The talent management process at MVP includes various strategies and practices designed to attract, develop, and retain individuals with high abilities and motivation so that they can make maximum contributions to achieving the foundation's goals.

One of the key aspects of talent management at MVP is a well-planned recruitment process. By conducting careful recruitment, the foundation can ensure that the candidates accepted not only have the appropriate skills and experience but also have a vision and values that are in line with the foundation's mission. (Anggraeni, 2013) The rigorous and criteria-based selection process not only helps in building a solid and competent team but also reduces turnover rates. High turnover can disrupt productivity and work continuity, as well as add to the organization's costs in terms of training and recruitment.

Additionally, continuous development and training are crucial elements of talent management that directly impact work productivity at MVP. Relevant and structured training programs enable team members to continuously enhance their competencies,

adapt to the latest developments, and tackle challenges with innovative solutions. Training includes not only technical skills but also managerial and leadership skills necessary for achieving the foundation's goals efficiently. By providing opportunities for professional growth, MVP not only enhances individual skills but also motivates and engages team members, contributing to increased productivity.

Effective talent management also involves providing constructive feedback and recognition of individual achievements. In a supportive work environment, team members feel valued and motivated to give their best. MVP can implement a transparent and fair performance evaluation system to identify strengths and areas for improvement to provide appropriate rewards for significant achievements. Those recognition can boost morale and encourages individuals to continue contributing maximally to their projects. (Ciptagustia, 2019)

Furthermore, talent management plays a crucial role in creating a positive and inclusive organizational culture. By promoting values such as collaboration, innovation, and open communication, MVP can build a work environment that supports productivity and creativity. A healthy culture facilitates effective teamwork and strengthens relationships among members, which is essential for completing projects and achieving the foundation's goals. A culture that supports individual and team growth also helps in attracting and retaining top talent. A positive and inclusive environment makes employees feel more connected to the foundation's mission and committed to contributing optimally.

Overall, the strategic and effective implementation of talent management at the Meira Persada Foundation has a significant impact on work productivity and the achievement of the foundation's mission. By optimally managing and developing employee skills, the foundation can strengthen its position as a driver of positive change in the community. Successful talent management ensures that MVP can better face challenges, achieve long-term success, and continue to make a meaningful and sustainable impact in their field. (Endratno, 2015)

Talent Management Strategy in Meira Visi Persada Foundation

Individuals with inadequate skills can be a significant barrier to companies implementing the necessary digital change and potentially harm their competitive advantage. In this context, talent management becomes critical to ensure that individuals with the appropriate skills are identified and optimized for their roles within the organization. Digital talent development must be a top priority in an organization's business plan to ensure effective adaptation to change and innovation in the digital era. (Jumawan, 2018) To achieve this, organizations must start with a well-planned talent management strategy that not only manages existing talent but also prepares for a brighter future for the organization.

In the context of the Meira Persada Foundation (MVP), effective talent management has a direct impact on productivity and the achievement of the foundation's mission. Investing in talent management is not just a necessity but also a strategy that can provide a significant competitive advantage. Research shows that businesses that implement talent management strategies effectively can experience profit growth that is about 26% higher compared to their competitors. The mismatch between the availability and demand for highly skilled human resources often drives businesses to adopt efficient talent management practices. At MVP, this means the foundation must focus on aspects such as education, training, and human resource development to maximize the potential of their employees and volunteers. (Karina, 2020)

To continue to improve employee capabilities, it is necessary to process and improve the talent capabilities of each employee. In determining an effective talent management strategy, the company must consider its vision and mission. All management actions in human resource management must combine other strategies that will support the implementation of other strategies. In implementing a talent management strategy, it must be commensurate with the way the organization or company works, because it will later have an impact on achieving the goals of the organization or company. (Suharnomo, 2016) Company or organizational policies play a significant role, especially in terms of

talent management initiatives that aim to produce competent workers who can meet the expectations of the Industry in today's digital era.

Talent development at MVP must include various strategic elements that support the success of the foundation. First, relevant training must be tailored to the specific needs of the foundation, such as research, managerial, and technical skills. These training programs must be designed to improve the competence of employees and volunteers in implementing various programs run by the foundation. It includes honing analytical skills for in-depth research, managerial skills for managing large projects, and technical skills to utilize the latest technology in education and training. In this way, MVP can ensure that every individual in the foundation has the skills needed to contribute optimally to the foundation's goals. (Miftahuljannah, 2017)

In addition to training, talent management should also include ongoing development programs that support individual professional growth. MVPs should implement policies that support continuing education, such as providing access to related courses, seminars, and conferences that are relevant to the foundation's field of work. By providing opportunities for professional growth, MVPs not only improve technical and managerial skills but also encourage innovation and creativity among staff and volunteers. This helps the foundation respond to changes and challenges more quickly and effectively and enhances its ability to achieve the organization's mission and goals.

Company or organizational policies play a critical role in implementing talent management strategies. In MVPs, these policies should be designed to support initiatives aimed at developing competent workers and meeting industry expectations in the digital age. This includes developing policies that encourage fair and transparent performance evaluations, provide constructive feedback, and recognize individual achievements. By implementing policies that support growth and development, MVPs can create a positive and productive work environment, which will ultimately improve the foundation's performance and effectiveness in achieving its goals. (Saputra, 2020)

Strategic talent management and a focus on talent development have a significant impact on work productivity at the Meira Persada Foundation. By effectively managing and developing the skills of employees and volunteers, the foundation can improve team performance, ensure that all team members contribute to their full potential, and strengthen their position as a driver of positive change in society. (Suherman, 2018) A successful talent management strategy not only supports the achievement of the foundation's mission but also ensures long-term sustainability and growth, enabling MVPs to continue to make a positive and sustainable impact in their fields.

4. CONSLUSION

Talent management plays a vital role in ensuring the success and longevity of the Meira Visi Persada Foundation (MVP). With a focus on human resource development and innovative discoveries, MVP necessitates an effective talent management strategy to achieve its goals optimally. This involves a comprehensive approach encompassing recruitment, development, and retention of skilled and dedicated employees, as well as managing them in ways that foster growth and productivity.

The thoughtful implementation of a well-planned talent management strategy at MVP ensures that individuals recruited not only meet technical criteria but also espouse a vision and values aligned with the foundation's mission. A rigorous, criteria-based recruitment process helps build a proficient and cohesive team, which in turn reduces turnover and enhances work continuity. Consequently, MVP can maximize the team's potential and ensure the members fully contribute to achieving the foundation's goals.

Continuous development and training are indispensable aspects of talent management at MVP. Relevance and structure in training programs enable team members to continuously enhance their skills, adapt to the latest developments, and tackle challenges with innovative solutions. By providing opportunities for professional growth, MVP not only improves the technical and managerial competencies of the staff but also increases their motivation and engagement, thereby directly impacting productivity and work effectiveness in support of the foundation's mission.

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