ABSTRACT

Great organizations are always built by great people. Consider that statement, great strategy must support with great talent. In this recent years, companies are looking for talent that fit to the organization’s goal. Talent war is begin. Employee is not a resource anymore, but a capital. Term “Human Resource already change to “Human Capital”, with Talent Management as it’s core concept. Great organizations are aware with how they plan, attract, get, develop, and retain talent. Talent management is a tools to win the competition. Recognizing that condition, PT. GMF AeroAsia which is in Maintenance, Repair, and Overhoul (MRO) industry, are also implementing talent management. They designed talent management as circle framework.

The problem began when there were still a gap between talent requirement and talent result. Analysis was conducted to find out the critical problem in talent management and also to develop next strategy. Four aspecs approach of LAMP Model were used to cover and grouping problems. Survey, interview, and observation were used as a tools to find out problem existing in talent management before designing the next strategy. From the analysis, it was found that there are two critical problems, that are "bad process implementation" and "bad sinergyzing with corporate plan". Then, three key points of critical problems was found, that are “no process review”, “less in coordination”, and “no organization development integrated role”.

Based on that results, three recommendations were built, that are “process review activity and blueprint business process in talent management”, “operational partner concept”, and “organizational development concept”.

Keywords : Talent, Talent Management, Human Capital, Strategy, LAMP Model, Business Process, Critical Problem.