

ABSTRACT

This research was aimed to explore and analyze the existence, implementation, and evaluation of Talent Management System in Telkom Regional IV Jateng DIY. Talent Management as an emerging topic in HRM and Telkom's status as a state-owned telecommunication company are among the factors that trigger the realization of this research. The purpose of this research is also to find out the possible connection between talent pool inclusion and employee-related outcomes, through in-depth analysis of the talent pool members' opinions and interpretations about their inclusion in the talent pool and its possible effects toward employee-related outcomes, which consisted of organizational commitment, engagement, and retention.

This research was based on qualitative method. The samples were selected by purposive sampling method, with the main knowledges were obtained from Manager of HR Development and 4 Talent Pool members (chosen by the manager) that consists of 3 managers and 1 assistant manager)

The results of this research suggest that the talent management system that currently runs within the organization is proven to be a value-adding component, indicated by the increased level of these high-performing employees' organizational commitment and the retention that follows. Moreover, with the development program embedded in there, has successfully provided some values in the results of increased performance and engagement level of the members.

Keywords: *Talent management, talent pool, employee-related outcomes, engagement, organizational commitment, retention*