

SUSTAINABLE DEVELOPMENT OF TECHNOLOGY AND MANAGEMENT

Editors

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Editors

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THE INFLUENCE OF TALENT MANAGEMENT AND HUMAN RESOURCES MANAGEMENT ON EMPLOYEE PERFORMANCE

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Abstract - Employee performance is defined as the success of work by a person in an organisation by being accountable for each other's authority to achieve jointly the goals of the company organisation according to law, norms and ethics. Technological advances in the era of globalisation create intense competition between companies. Companies are trying to create the right strategy to be able to compete in the global era. In the midst of changes that occur in the external environment, companies are required to focus on internal factors that support the company's success. Human resources are one of the internal factors that are the main keys to the success of the company's business. Talent management can be defined as a process or strategy that an organisation uses to manage its talents with the aim of aligning the right person with the right job so that the company is able to achieve its goals and ideals. In addition to achieving company goals, talent management is also a process that employees can use to develop their abilities through training and development programs from the company.

Keyword: Talent Management, Human Resources Management, Employee Performance.

1 REVIEW

Human resources are a factor that is absolutely necessary in an organisation, whether in government agencies, companies, or in social enterprises where they get a certain remuneration or compensation. The development of science and information technology in