

# Design of *Talent Acquisition System* Based on *Individual Development Plan* in Human Resources Management

Oleh:

Wahyu Eko Prasetyo

Rita Ambarwati Sukmono

Magister Manajemen

Universitas Muhammadiyah Sidoarjo

April 2023



# PENDAHULUAN

- GAP system *human resources vs human capital*  
(Anona & Prasetya, 2018)
- Kebutuhan sistem MSDM yang komprehensif base on career & Individual Competency  
(Jose, 2019)
- Peralihan sistem rekrutmen konvensional ke sistem talent acquisition  
(Holm & Tyagi, 2018)
- Tuntutan kualitas SDM yang linier dengan produktivitas dalam menunjang pekerjaan  
(Kriston et al, 2020)
- Integrasi perencanaan-pengadaan-pengukuran-pengembangan terwakili dalam satu proses manajemen sdm yang ter-monitoring  
(Rully Mudjiastuti, 2019)
- Pada akhirnya prinsip pengembangan SDM harus terfokus pada kebutuhan jangka panjang  
(Reno Firdaus Kusnadi, 2018)
- Sistem pengelolaan SDM yang berkesinambungan dengan modul bisnis dan goal perusahaan  
(Labola Yostan, 2020)

# PENDAHULUAN

GAP	
Human Resources vs Human Capital	
1. View Point	
2. Function	
3. Value	
4. Treatment	
5. Cost	
6. Appraisal	



GAP	
Recruitment vs Talent Acquisition	
1. Time Period	
2. Planning System	
3. Talent Hunt	
4. Evaluate	
5. Model	
6. Cost	



**Talent Acquisition System Base  
Individual Development Plan**

System
Strategic Planning
Workforce Strategic
Segmentation
Process & Development
Career Path
Appraisal
Key Performance Indicators
Based on IDP



Carrer

## GAP Human Resources vs Human Capital

Indicator	Human Resources	Human Capital
View Point	Sumber Daya Perusahaan	Asset Perusahaan
Function	Supporting Kegiatan Industri	Kunci Perkembangan Organisasi/Bisnis
Value	decrease	increase
Treatment	Fokus peningkatan kinerja	Fokus peningkatan nilai tenaga kerja
Cost	Biaya tenaga kerja	Investasi
Appraisal	Pengukuran Kinerja	Pengukuran Pengembangan Value

## GAP Rekrutmen vs Talent Acquisition

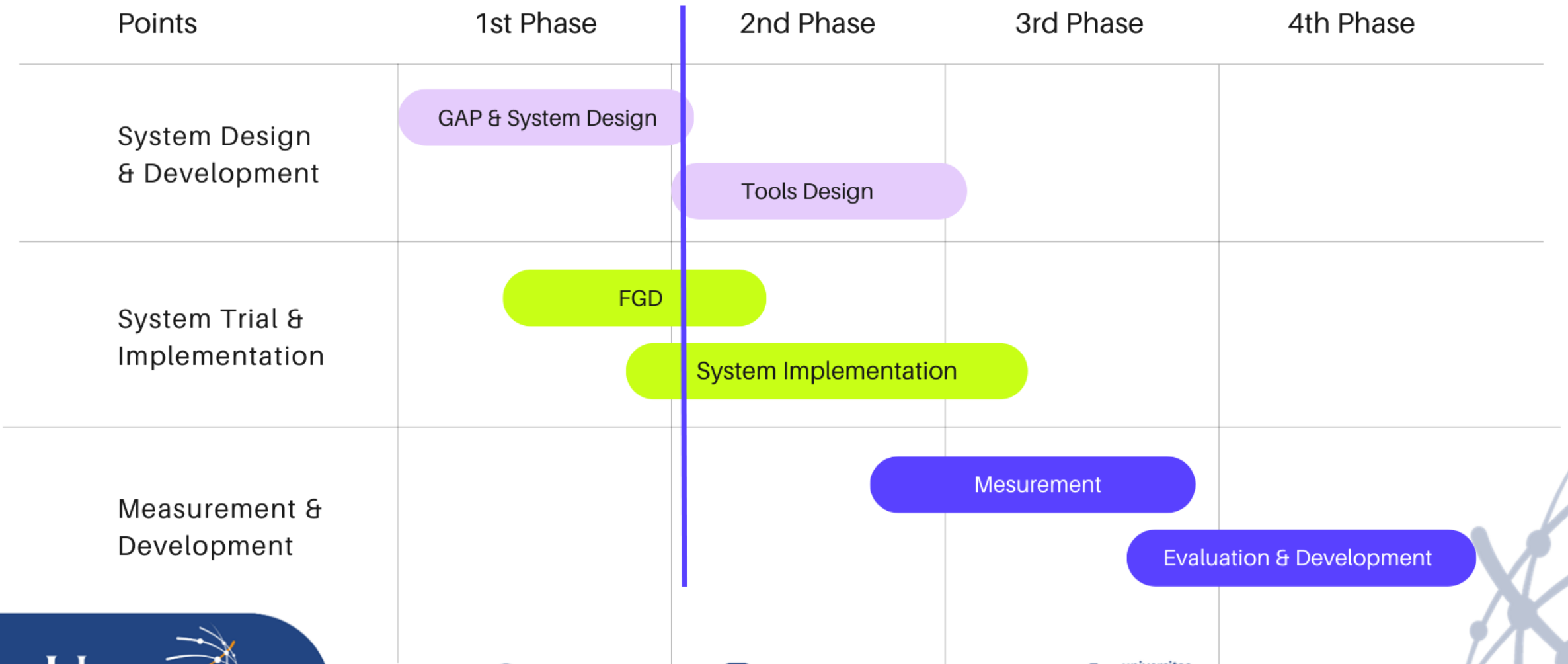
Indicator	Rekrutmen	Talent Acquisition
Time Period	Taktis	Strategis
Planning	Reactive	Proactive
Talent Hunt	Holistik	Focus on Specifications
Evaluate	Mengisi dan Menyesuaikan	Menemukan dan Menggali Potensi
Model	Open	Close
Cost	Disconnected	Connected

# TUJUAN PENELITIAN

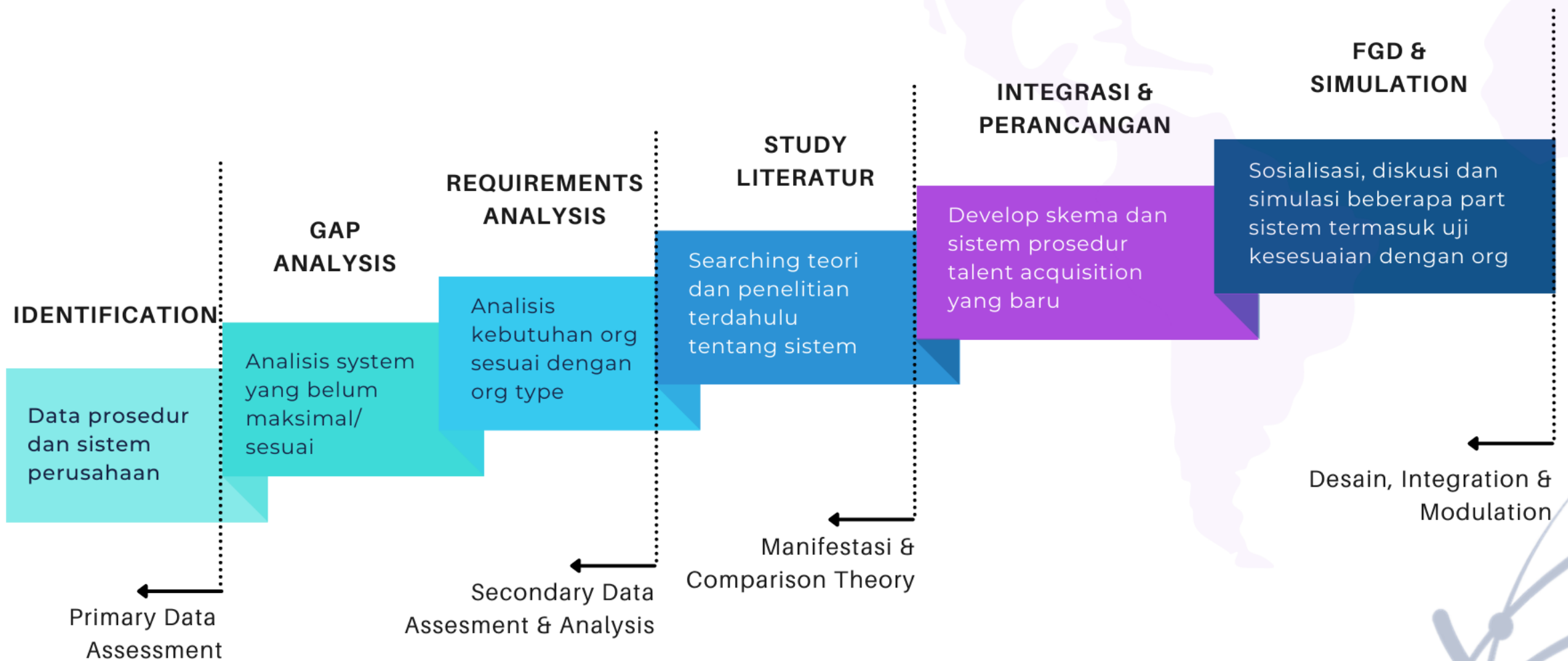
***Merancang dan Membahas Desain Talent Acquisition Berdasar pada Prinsip Individual Development Plan dalam Implementasi Sumber Daya Manusia***

- Research Aims

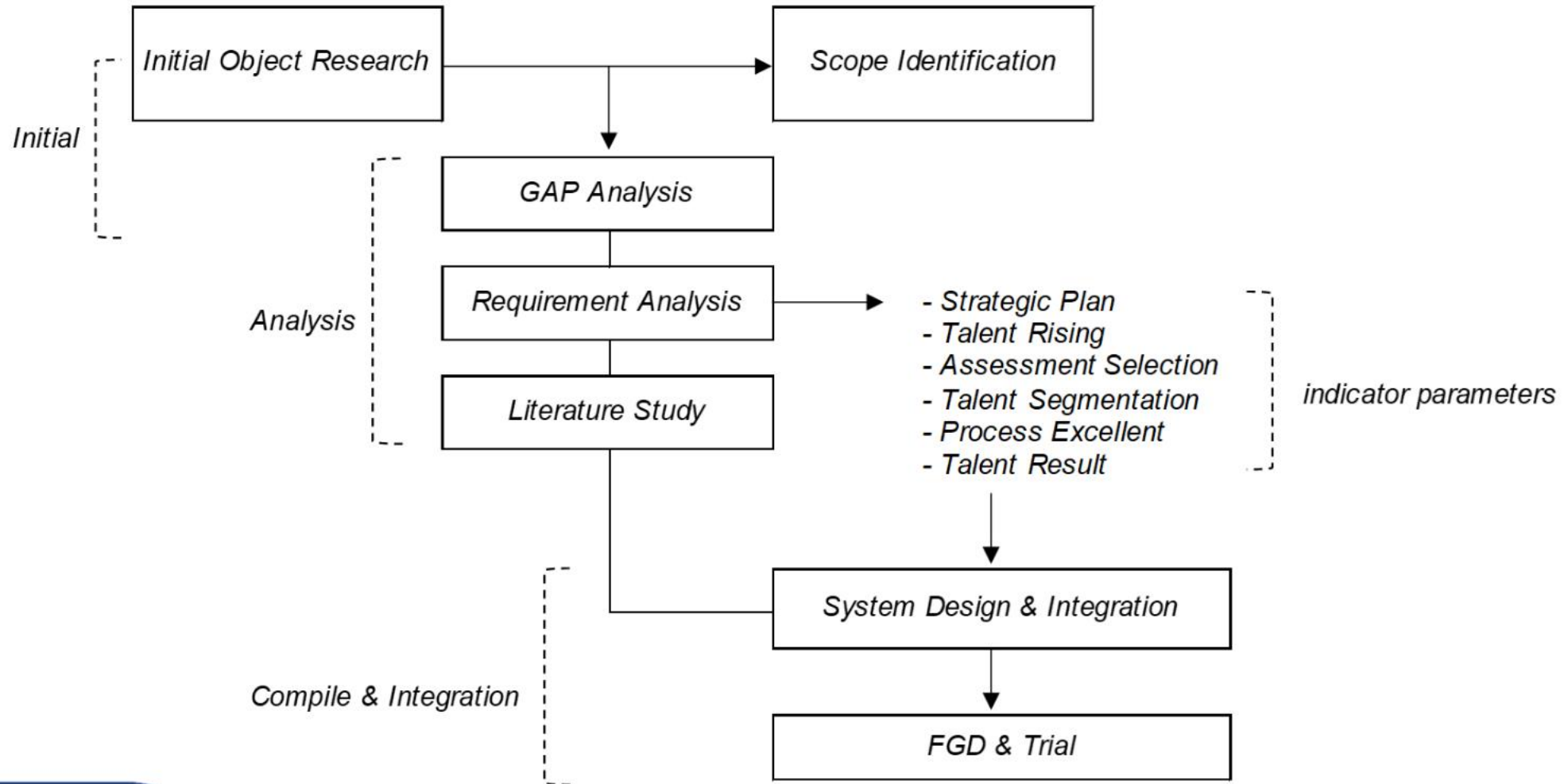
# ROADMAP PENELITIAN



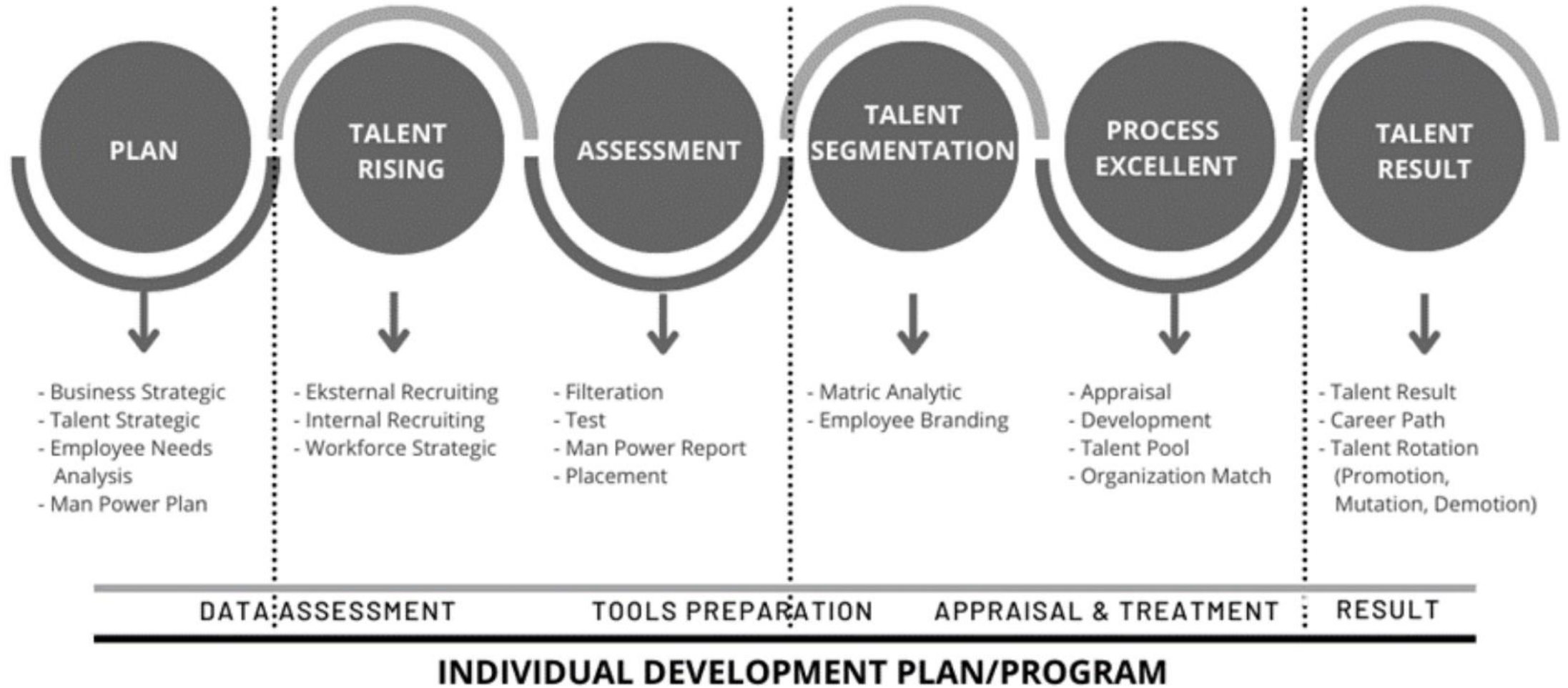
# METODE PENELITIAN



# METODE PENELITIAN



# HASIL





# HASIL & PEMBAHASAN

Business Goal	Task Division	Unit Goal	Talent Goal	Net Human Resources Requirement		Man Power Need Assess	
				Job Desc	Job Spec	Qual	Quant
ex. Increase Market value Up to 50%	ex. Marketing Division (add sales team)	ex. Dividing tasks and targets (3 sales team/ring)	ex. 8 person have a target achieving 20% of 150%	ex. Sales, making events, assisting agency, tender, market force,	ex. Sales exp, Sales edc, top relations, exp, communications,	ex. Male/Female, Marketing degree, sales exp, top relations,	8 person divided into 4 teams

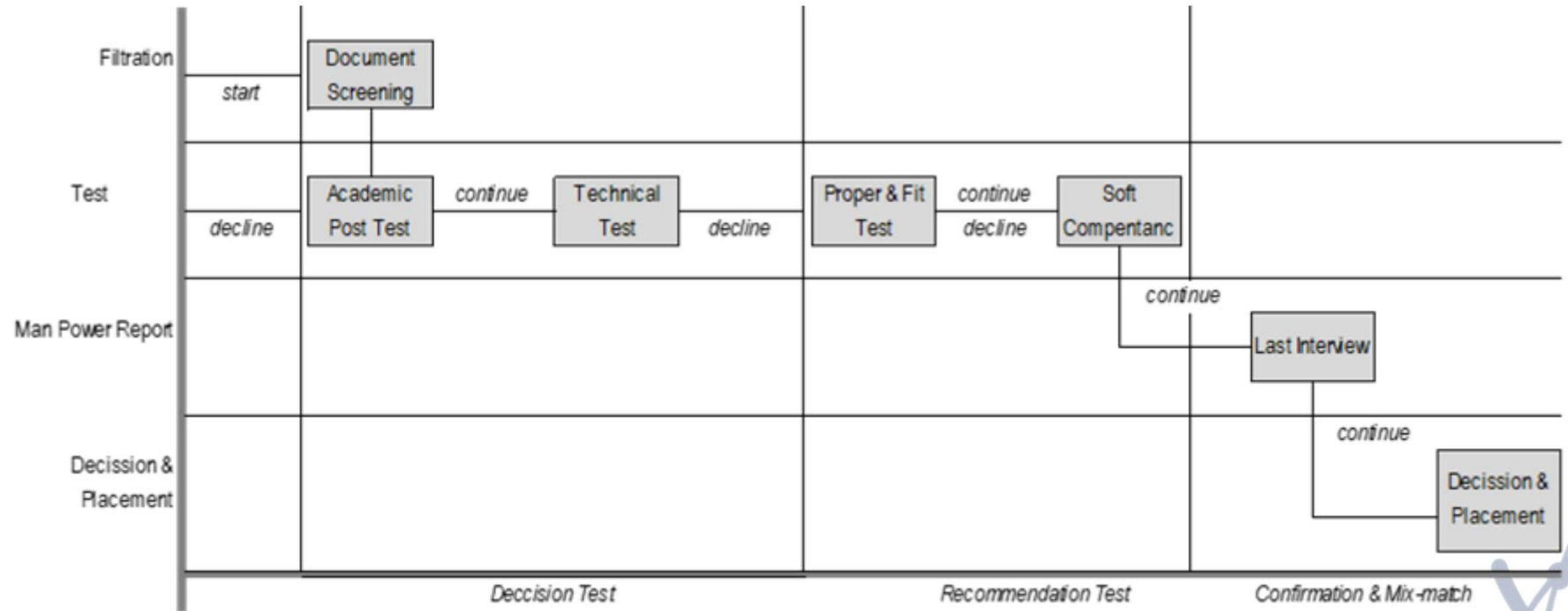
## Perencanaan SDM dalam lingkup Business Strategic Plan

- Penterjemahan Goal secara khusus dan spesifik
- Divisi kerja menganalisis dan mendeskripsikan dalam bentuk point-point kerja divisi, termasuk dengan goal divisi yang berkorelasi dengan goal spesifik perusahaan
- Divisi menterjemahkan perencanaan sumber daya yang dibutuhkan untuk pencapaian target divisi
- Sumber daya yang sudah ada kemudian diberikan masing-masing target secara independent
- Unit kerja merancang dan menentukan uraian kerja dan spesifikasi/syarat jabatan bersama dengan divisi SDM
- Divisi SDM melakukan pemenuhan, treatment, dan pengembangan sesuai dengan rencana spesifik SDM yang sudah dibangun diawal

# HASIL & PEMBAHASAN



# HASIL & PEMBAHASAN



# HASIL & PEMBAHASAN



# HASIL & PEMBAHASAN

INDIVIDUAL DEVELOPMENT PLAN								
Employee Name				Position				
Note :								
<b>Checkpoint 1 : Review Bulan 1</b>								
Num	Indicators	Weight (%)	Potency	Existing (Employee)	Existing (Supervisi)	GAP		NOTE
						#	%	
1								
2								
3								
<b>Total Weight</b>		<b>0%</b>						
No	Development by Supervisi	Implementation Date			Note			

# TEMUAN PENTING & MANFAAT

Berangkat dari perencanaan, tindakan pengambilan data, manifestasi, pengukuran, treatment dan pengembangan serta diakhiri dengan keputusan strategik yang berhubungan dengan SDM, konsep ini akan banyak membantu kinerja perusahaan lebih efektif

Implementasi prinsip HCM yang minoritas dan tidak comprehensive

Desain sistem Talent Acquisition based on IDP yang berorientasi jangka aset SDM jangka panjang & comprehensive

## *Research Finding*

*Gambaran comprehensive tentang pengelolaan SDM khususnya dalam proses rekrutmen dan seleksi*

*Desain umum sederhana yang comprehensive, bisa digunakan di berbagai bidang perusahaan*

*Desain baru yang menjadi referensi tambahan dalam literatur perencanaan dan penerimaan SDM perusahaan*

## *Theoretical Contribution*

*Berguna bagi perusahaan dan organisasi yang menginginkan sistem efektif dalam pengelolaan SDM*

*Merupakan penelitian jangka panjang dengan tahapan yang detail sehingga perlu tindak lanjut untuk dilakukan research lanjutan (Tools Design-Implementation-Measurement-Development*

## *Research Limitation & Implication*

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