

ABSTRACT

Septian Radi Chandra (2021031083)

THE WORK OVERVIEW OF HUMAN CAPITAL IN TALENT MANAGEMENT AT PT PEMBANGUNAN JAYA ANCOL, TBK

The development of the times followed by rapid globalization has not only caused many social, economic, technological and cultural phenomena, but also increased competition in the world of work, especially in companies. Therefore, the education sector, especially universities, is trying to produce superior graduates who can compete in the world of work later. In an effort to produce superior graduates, Pembangunan Jaya University implements Professional Work courses as a form of space so that students can get an in-depth picture of the world of work. Professional Work also provides opportunities for students to be able to apply the theories they have learned in lectures. Practitioners carry out Professional Work at PT Pembangunan Jaya Ancol, Tbk as Talent Management in the Human Capital Development (HCD) division. The main tasks that practitioners perform are related to the recruitment implementation process such as selecting CV and LinkedIn candidates, conducting an initial interview process with candidates, conducting psychological tests, scoring psychological test results, and recruiting employees. In addition, practitioners also have the task of updating the employee database and organizational structure (SO) of the company. Not only that, practitioners are also given additional tasks related to employee development in the Company. In carrying out Professional Work, practitioners encountered several obstacles. These obstacles can be overcome immediately and practitioners make suggestions for several parties.

Keywords: internship, talent management, human capital