

## ABSTRACT

### **IMPLEMENTATION OF THE ORGANISATION DEVELOPMENT & TALENT MANAGEMENT FUNCTION IN THE HUMAN CAPITAL MANAGEMENT DIVISION OF PT ASTRA GRAPHIA INFORMATON TECHNOLOGY**

Practitioners carry out the Professional Work programme at the Human Capital Management Division of PT Astra Graphia Information Technology. This division oversees the pillars of recruitment, people development, payroll, performance management and industrial relations.

During the professional work, the Practitioner worked under the supervision and guidance of the Head of Organisation Development & Talent Management. In professional work, Practicum has the opportunity to participate and be directly involved in the implementation of the people development function at PT Astra Graphia Information Technology such as the implementation of the New Employee Orientation Program (NEOP), responsible for the implementation of the AGIT innovation convention called iFuntastic Championship, facilitating the probation employee review process, supporting the implementation of AGIT Academy and several other activities in the people development area.

Keywords: talent management, people development, human capital management