

# Analisis Strategi Pengembangan Talenta pada Biro SDM Sekretariat Jenderal Kementerian Keuangan = Talent Development Strategy Analysis at the Bureau of Human Resources Management, Secretariat General of the Ministry of Finance

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## Abstrak

Skripsi ini bertujuan untuk menganalisis strategi pengembangan talenta pada Biro SDM Sekretariat Jenderal Kementerian Keuangan serta hambatan dan tantangan yang dihadapi dalam implementasi pengembangan talenta tersebut. Teknik pengumpulan data dilakukan dengan wawancara mendalam dan studi kepustakaan. Berdasarkan hasil analisis, pengembangan talenta dilaksanakan dalam tiga tahapan yaitu prapengembangan, pengembangan dan monitoring, dan evaluasi. Strategi pengembangan talenta pada Biro SDM Sekretariat Jenderal Kementerian Keuangan dilakukan dengan menggunakan dua metode yakni metode on-class training dan off-class training yang diharapkan dapat mendukung talenta untuk mencapai kompetensi yang diharapkan secara efektif dan efisien. Adapun hambatan dan tantangan yang dihadapi adalah jumlah calon talenta yang cukup besar sehingga dibutuhkan upaya yang lebih keras untuk melakukan seleksi, terdapat sejumlah inkonsistensi regulasi dengan Kementerian PAN-RB, dan kesulitan dalam mengoptimalkan pemanfaatan potensi SDM talenta yang sudah teridentifikasi.

.....This thesis aims to analyze the talent development strategy at the Bureau of Human Resources Management, Secretariat General of the Ministry of Finance as well as the obstacles and challenges faced in implementing the talent development. This study uses the concept of talent management but only focuses on talent development. The data collection was carried out using in-depth interviews and literature study. Based on the results of the analysis, talent development is carried out in three stages, namely pre-development, development and monitoring, and evaluation. The talent development strategy at the Bureau of Human Resources Management, Secretariat General of the Ministry of Finance is carried out using two methods, namely the on-class training and off-class training methods which are expected to support talents to achieve the expected competencies effectively and efficiently. The obstacles and challenges faced are the large number of talent candidates requires extra efforts to conduct the selection process, a number of regulatory inconsistencies between the Ministry of Finance and the Ministry of Administrative Reform, and difficulties in further utilizing the identified talents.