



## **Influence of Talent Management, Competence and Placement on Employee Performance (Human Resource Management Literature Review)**

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**Abstract:** In the context of human resource management science, the scientific article "Article Literature Review: The Influence of Talent Management, Competence, and Placement Against Employee Performance" aims to construct a hypothesis of research influence between variables that will be used in subsequent research. This literature review was written using the library's research process, with information from internet sources like Google Scholar, Mendeley, and academic blogs. The findings of this study of the literature are as follows: 1) Talent management has an impact on employee performance; 2) competency has an impact; and 3) placement has an impact.

**Keywords:** Employee Performance, Talent Management, Competence, and Placement

### **INTRODUCTION**

Each student, regardless of strata 1, 2, or 3, is required to perform research for theses and dissertations. Similarly, academic staff members actively engage in research and produce academic publications that are published in scholarly journals. One of the requirements for students to finish their studies at the majority of Indonesian universities is scientific work. All educational levels, including thesis strata One (S1), thesis strata Two (S2), and dissertation strata Three (S3), are covered by this clause.

According to practical experience, many writers and students find it challenging to locate papers that support their scientific work as relevant or prior studies. To support the hypothesis being investigated, to understand the link or influence between variables, and to develop hypotheses, pertinent publications are required. In this article, a literature review on human resource management is discussed in relation to the impact of talent management, competency, and placement on employee performance.

Primarily based on the background, it may formulate issues that will discuss for you to construct hypotheses for further studies, specifically:

1. Does Talent Management affect employee performance?
2. Does competence affect employee performance?
3. Does placement affect employee performance?

## LITERATURE REVIEW

### Employee performance

Performance is a result of labor carried out by a person in carrying out the tasks assigned to him based on skill, experience, seriousness, and time (Hasibuan, 1994). overall performance is a function of motivation and capacity. A person's willingness and talents aren't powerful sufficient to do something without a clear knowledge of what's going to be accomplished and a way to do it (Rivai and Sagala, 2013).

The subsequent are man or woman overall performance signs of personnel in step with Robbins (2006), namely:

a. First-rate labor

This indicator is measured by the worker's perception of the great work produced and the perfection of the duties to the competencies and talents of the worker.

b. Amount of work

This indicator is the sum of the effects expressed in devices or the variety of finished sports.

c. Timeliness

The performance of those employees has been extensively studied by preceding researchers (Manopo, 2022), (Mulia, 2021), and (Wahyuni, 2022).

### Talent management

Talent management is a hard and fast task that businesses adopt through the procedure of identifying, developing, and keeping proficient personnel with the intention to align the right employees with the task based on the strategic goals of the organization and the priorities of the corporation's activities (Kontoghiorges, 2015).

The talent management manner generally starts off evolving from the recruitment system, worker placement, overall performance appraisal, education, and professional development until the worker leaves the enterprise. talent management is very numerous, so in practice, it's miles very different from employer to the corporation. based totally on the description above, it is concluded that skills control is the management of employees in accordance with their abilities or talents, which begins from the recruitment method, worker placement, overall performance appraisal, training, and professional development until employees go away the agency that's anticipated to grow the organization's competitive advantage (Gelens, 2014).

Nugrahani and Wulansari (2018) stated numerous indicators of expertise management, specifically career experience, potential, Initiative, cooperation, conduct, great of individual, character, and learner spirit.

Employee talent management has been extensively studied by previous researchers together with (Dewi, 2021), (Priansa, 2012), and (Nugroho, 2021).

### Competence

Competence is the nature of knowledge, behavior, skills, and experience possessed by a person to effectively carry out a certain job, task, or role (Wahyuni, 2022). Competence is the ability to carry out work or tasks based on skills and knowledge and supported by work attitudes set by work. Competence shows the knowledge, skills, and certain attitudes of a profession in certain skill characteristics, which characterize a professional (Wibowo, 2012).

According to Gordon in Sutrisno (2010), competence indicators are:

1. Knowledge

- 2. Understanding
- 3. Value
- 4. Ability
- 5. Attitude
- 6. Interests

This competence has been widely studied by previous researchers including (Desi, 2021), (Krisnawati, 2021), and (Mulyani, 2019).

**Placement**

Job placement is a technique achieved with the aid of managers or leaders who're legal in their field to set up whether or not or no longer an employee can stay positioned in a sure position or phase, considering certain abilities, abilities, or competencies. (Wahyuni, 2022). job placement is matching or evaluating the qualifications held with task necessities, and at the equal time offering tasks, and jobs to prospective personnel to be implemented (Ardana, 2012).

In line with Hasibuan (2009), job placement indicators are:

- 1. Instructional achievements
- 2. Experience
- 3. Bodily health
- 4. Age issue

This placement has been extensively studied by preceding researchers which includes (Wijaya, 2021), (Desi, 2021), and (Krisnawati, 2021).

**RESEARCH METHOD**

The method of scripting this literature overview article is with descriptive qualitative strategies and literature overview or library studies, sourced from online programs Google Scholar, Mendeley, and different online academic programs.

In qualitative studies, the literature overview should be used continually with methodological assumptions. which means it ought to be used inductively so that it no longer directs the questions requested by way of the researcher. One of the most important motives for engaging in qualitative studies is that the research is exploratory, (Ali & Limakrisna, 2013).

**FINDINGS AND DISCUSSION**

Primarily based on the study of ideas and previous research applicable to the dialogue of the article this literature assessment is to check the relevant articles, and the relationship of an impact among variables with conceptual thinking research plan:

**Table 1: Review of relevant articles**

No	Author (Year)	Previous Research Results	Similarities To This Article	Differences With This Article	Hypothesis
1	Manopo (2022)	<ul style="list-style-type: none"> <li>• Competence has a significant impact on employee performance</li> <li>• Job placement partially affects employee performance</li> </ul>	Competence and job placement affect employee performance	Talent management influence on employee performance	H1 and H2
2	Mulia (2021)	Competence has a positive and significant impact on employee performance	Competence Effect on employee performance	Talent management and placement affect employee performance	H1

3	Wahyuni (2022)	Competence and job placement have a positive and significant impact on employee performance	Competence and job placement affect employee performance	Talent management influence on employee performance	H1 and H2
4	Wijaya (2021)	The placement has a positive and insignificant effect on work discipline.	Placement Effect on employee performance	The researchers did not use variable work discipline in this research	H2
5	Desi (2021)	Competence and job placement have a positive and significant impact on employee performance	Competence and job placement affect employee performance	Talent management influence on employee performance	H1 and H2
6	Krisnawati (2021)	Competence has a positive and significant impact on employee performance	Competence effect on employee performance	Talent management and placement affect employee performance	H1
7	Mulyani (2019)	Competence and job placement have a positive and significant impact on employee performance	Competence and job placement affect employee performance	Talent management influence on employee performance	H1 and H2
8	Dewi (2021)	Talent management has a positive and significant impact on employee performance	Talent management influence on employee performance	Competence and placement affect employee performance	H3
9	Priansa (2012)	Talent management has a positive and significant effect on organizational performance	Talent management influence on employee performance	The researchers did not use organizational performance variables in this study	H3
10	Afrianty (2021)	Talent management has a positive and significant impact on employee performance	Talent management influence on employee performance	Competence and placement affect employee performance	H3
11	Irawati (2017)	Talent management has a positive and significant impact on employee performance	Talent management influence on employee performance	Competence and placement affect employee performance	H3
12	Nugraha (2019)	Competence mindset talent, positive and significant influence on employee performance	Talent management influence on employee performance	Competence and placement affect employee performance	H3

**Influence of talent management on employee performance.**

Talent management has an impact on worker overall performance, where the components of talent management include (a) values and alignment of desires with the organization, (b) talent management supervisor, (c) expertise competence in everyday behavior, (d) autonomy/empowerment of labor the use of expertise, and (e) improvement of

talent management in organizations can affect activity pleasure (directly) and task performance (not directly) (Roberto and Michael, 2015).

Exploring current skills in employees can be executed using talent management. skills management is a basic method associated with the strategic paintings of personnel, along with the utility of Human resources, overall performance evaluation, praise systems, education and development, placement, efforts to turn out to be agents of change, and leadership improvement (Altindag, 2018).

To enhance worker performance with the aid of being attentive to expertise management, then what ought to be done by way of the control is first, to expand and improve new personnel inside the procedure of first getting into the organization (on-boarding). second, preserve and expand existing employees inside the organization. third, appeal to as many employees as feasible who have the competence, dedication, and person to paintings within the business enterprise (Endratno, 2011)

Talent management impacts worker performance, which is consistent with research carried out by (Dewi, 2021), (Priansa, 2012), and (Nugroho, 2021).

### **Effect of competence on employee performance.**

Worker competence affects worker performance, the greater advanced the competence of worker overall performance will increase. Via the increasing number of good enough competent employees could be more mastered and able to carry out activity obligations in accordance with the required task description. Leaders ought to vicinity employee competencies according to the field of work to be completed with a view to enhancing workers' overall performance (Mulia, 2021).

To enhance worker performance through listening to competence, then what ought to be accomplished by using the control is to provide opportunities to its employees to enhance their competence through formal and non-formal training, considered one of which is to wait for portions of education in accordance with their subject of work, attend seminars and similarly training after undergraduate, graduate, with the purpose that personnel may be more or even higher productiveness ranges (Rosmaini, 2019).

Competence impacts workers overall performance, personnel who have specific talents, specifically personnel who are according with the vital skills of their respective positions a good way to achieve paintings fulfillment and organizational dreams then will be capable of improving employee performance (Rosmaini, 2019).

Competence influences worker performance, this is consistent with research performed with the aid of (Desi, 2021), (Krisnawati, 2021), and (Mulyani, 2019).

### **Influence placement on employee performance.**

Job placement has an advantageous and enormous impact on employee overall performance, so it is able to be concluded that the higher and greater suitable the job placement, the better the worker's overall performance. Conversely, if the position of personnel isn't always appropriate, then the decrease the employee's overall performance (Mulyani, 2019)

The position of personnel could be capable of enhancing workers' overall performance (Siswanto, 2002). The above opinion explains that personnel who've properly performed will make contributions more to the achievement of organizational goals in the direction of a better path. If the position of the proper worker can be a using pressure in enhancing worker overall performance. Such things want to be taken into consideration by means of leaders in enhancing employee overall performance with the right placement of personnel will have an effect on personnel to perform their responsibilities and work optimally (Purba, 2020).

Placement affects worker overall performance, which is in keeping with research performed with the aid of (Wijaya, 2021), (Desi, 2021), and (Krisnawati, 2021).

### Conceptual Framework of The Study

Primarily based on the components of the hassle, theoretical studies, applicable preceding studies, and discussion of the impact among variables, the framework of taking into consideration this text is acquired as beneath.

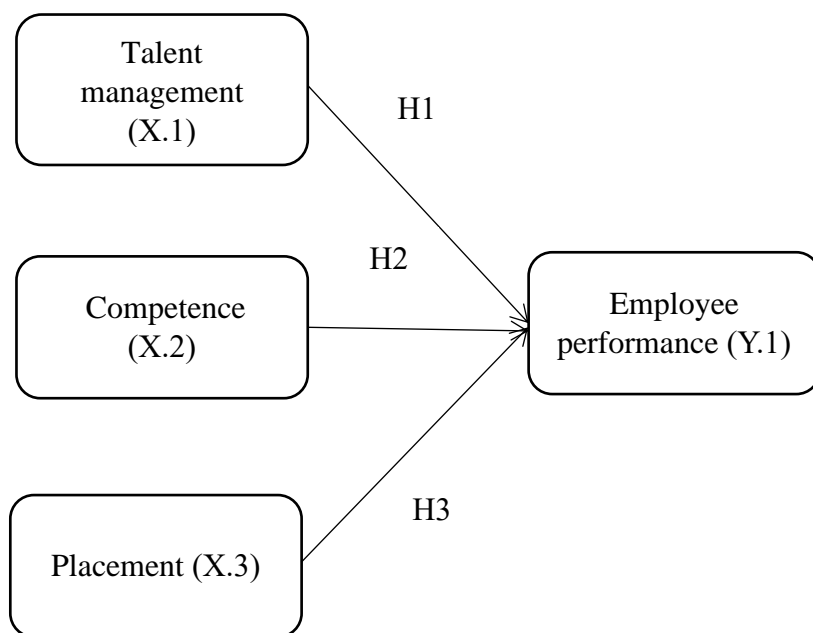


Figure 1: Conceptual Framework

Based totally on the image conceptual framework above, then: talent management, competence, and placement have an effect on workers overall performance.

Aside from these three exogenous variables that have an effect on worker performance, there are numerous different variables that have an effect on employee overall performance such as:

1. Organizational Culture: (Desi, 2021), (Nirwanto, 2019) and (Dewi, 2021)
2. Discipline: (Hidayat, 2021), (Prayogi, 2019) and (Ekhsan, 2019)
3. Motivasi: (Rosmaini, 2019), (Dwiyanti, 2019) and (Ainanur, 2018)

### CONCLUSION

Based on the theory, relevant articles, and discussion, the hypothesis can be formulated for further research:

1. Talent management affects employee performance.
2. Competence effect on employee performance.
3. Placement affects employee performance.

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