

## ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi apakah *talent management*, disiplin kerja, dan penilaian kinerja berpengaruh terhadap pengembangan karir pegawai di lingkungan Deputy Komisioner Pengaturan dan Pengawasan Terintegrasi-Otoritas Jasa Keuangan. Metode penelitian yang digunakan adalah dengan menggunakan metode kuantitatif dengan menyebarkan kuesioner kepada 101 responden dengan menggunakan regresi linear berganda. Hasil penelitian menyatakan bahwa *talent management* berpengaruh negatif terhadap pengembangan karir pegawai, sedangkan disiplin kerja dan penilaian kinerja berpengaruh positif dan signifikan terhadap pengembangan karir pegawai di lingkungan Deputy Komisioner Pengaturan dan Pengawasan Terintegrasi.

*Kata kunci : talent management, disiplin kerja, penilaian kinerja, pengembangan karir pegawai.*



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## **ABSTRACT**

*This study aims to identify whether talent management, work discipline, and performance assessment influence the career development of employees within the Deputy Commissioner for Regulatory and Integrated Supervision of the Financial Services Authority. The research method used is to use a quantitative method by distributing questionnaires to 101 respondents using multiple linear regression. The results of the study stated that talent management had a negative on employee career development, while work discipline and performance appraisal had a positive and significant effect on the career development of employees in the Deputy Commissioner of Integrated Regulations and Supervision.*

*Keywords: talent management, work discipline, performance appraisal, employee career development.*

