

## ***Abstract***

*The purpose of this study is to analyze the effect of talent management, competency, education and training on mutation pattern of the Directorate General of State Assets Management (DGSAM), Ministry of Finance of the Republic of Indonesia. Quantitative approach is used in this research with 582 population consists of all echelon 4 officials (supervisors) and staff in the DGSAM head office. The sample was selected by simple random sampling method so that 2014 respondents were determined. The data were collected by interview and questionnaire. The questionnaires were randomly delivered to all echelon IV officials (supervisors) and staff in the DGSAM head office. The data were analyzed by using SPSS 25.0 software program. This study reveals that talent management, competency, education and training have a significant positive effect on mutation pattern of DGSAM. Besides that, talent management, competency, education and training together also have a significant positive effect on mutation pattern of DGSAM.*

*Keywords:* talent management, competency, education and training, and mutation pattern



## Abstrak.

Tujuan dari penelitian ini untuk memahami dan menjelaskan pengaruh dari manajemen talenta, kompetensi, pendidikan dan pelatihan terhadap pola mutasi di Direktorat Jenderal Kekayaan Negara (DJKN), Kementerian Keuangan, Republik Indonesia. Penelitian ini menggunakan metode pendekatan kuantitaif, yang mana populasi penelitian ini adalah seluruh pejabat eselon 4 (pengawas) dan pelaksana di kantor pusat DJKN. Penentuan sampel dengan teknik sampling acak sederhana dengan 204 responden. Teknik pengumpulan data menggunakan wawancara dan kuisioner. Instrumen survei kuesioner dikirim secara acak kepada seluruh pejabat eselon IV (pengawas) dan pelaksana di kantor pusat DJKN. Data dianalisa dengan software SPSS 25.0. Penelitian ini menunjukkan bahwa manajemen talenta, kompetensi, pendidikan dan pelatihan mempunyai pengaruh positif yang signifikan terhadap pola mutasi di DJKN. Selain itu, manajemen talenta, kompetensi, pendidikan dan pelatihan secara bersama-sama mempunyai pengaruh positif yang signifikan terhadap pola mutasi di DJKN

Kata kunci: manajemen talenta, kompetensi, pendidikan dan pelatihan, dan pola mutasi.

