TALENT MEASUREMENT BASED ON WORKERS TALENT FACTORS BY USING STRUCTURAL EQUATION MODELLING

Abstract

Talent is a potential or special abilities and more dominant owned someone, which can be developed through a process of intensive training and education. New talent emerged when there is an opportunity for developing or developed. Aims to develop talents and interests so that a person can work in the field of interest and in accordance with abilities and talents and interests he has so they can develop the capability to work optimally with enthusiasm. Gallup International in 2001 introduced a new language about the talent with the 34 themes of talent, and Barrett (2004) introduced consisting of eight dimensions of personality. The purpose of this study to determine suitability of talent to the profession which is owned by workers. The analytical method used is a Confirmatory Factor Analysis (CFA) to confirm the indicators of latent variables. And also the model Structural Equation Modelling (SEM) to determine the pattern of the relationship between talent-forming factors with personality factors. The SEM showed that personality factors influence the factors forming the talent. In this paper, we got a profession that is owned by the workers tend to be in accordance with the profession.

Key words: SEM, CFA, talent, personality.
(Halaman Ini sengaja Dikosongkan)