# *ABSTRACT*

***IMPLEMENTATION OF TALENT MANAGEMENT WITHIN THE GOVERNMENT OF* SORONG SELATAN *REGENCY***

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Talent management refers to a human resource management strategy encompassing the planned acquisition, development, retention, placement, and evaluation of employees to support organizational objectives. Within the Government of Sorong Selatan Regency, the adoption of such an approach is vital due to the challenges of regional development in the context of Papua's Special Autonomy, limited availability of qualified human resources, and bureaucratic dynamics. This study examines the implementation of talent management in the Government of Sorong Selatan Regency, aiming to understand: (1) the challenges and obstacles to implementation at the level of regional apparatus organizations (OPD); and (2) its impact on the performance of civil servants (ASN) and the quality of public service delivery.

This study applied a descriptive qualitative approach. The data were gathered through in-depth interviews, focus group discussions, documentation, and participatory observation.

The findings indicate that the Government of Sorong Selatan Regency has demonstrated initial initiatives in talent management by mapping the potential and performance of civil servants using the nine-box framework and gradually aligning human resource development policies with the local development vision. However, regulatory policies at the regional level remain limited, and implementation is uneven across all OPDs. The main challenges include low talent management literacy across OPDs, suboptimal human resource information systems, and the need for affirmative action towards Indigenous Papuan (OAP) civil servants. Nevertheless, positive impacts are being observed in units that have adopted this system, such as increased motivation of civil servants, more effective work coordination, and improved quality of public services.

Keywords: Talent Management, Merit System, Civil Servants, Public Service, Sorong Selatan, Special Autonomy.

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