**Research Instrument**

 The research instrument used in this research is questionnaires about the four factor of talent management. The research instrument is consisted of two-part, part 1 of the research instrument consists of the item which gathers respondent’s profile such as their gender, age, educational background, and period of work. Part 2 of the research instrument consists of the statement that respondent need to choose the answer between 1 to 5, for 1 count as strongly disagree and 5 count as strongly agree. The scale to measure this research is Likert Scale, the type of scale used in this research is a Likert Scale. According to (Sugiyono, 2019) Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. With Likert scale, the variables to be measured are translated into indicator variables. then the indicator is used as a starting point for compiling instrument items which can be statements or questions. Likert scale for the statements in the form of ranking, as in the following table:

|  |  |
| --- | --- |
| Indicator | Score |
| Strongly Agree | 5 |
| Agree | 4 |
| Neutral | 3 |
| Disagree | 2 |
| Strongly Disagree | 1 |