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| **Disiplin ilmu / sub disiplin ilmu dari naskah yang dikirim**  **--**  ***Academic Discipline / Sub-Disciplines*** | * Manajemen, * Manajemen Sumber Daya Manusia, * Manajemen Rumah Sakit |
| **Tipe / metode penelitian / pendekatan penelitian / paradigma yang digunakan**  **--**  ***Type / Method / approach / paradigm*** | * Studi Kualitatif dengan *single case* *design* * Pendekatan wawancara mendalam (*in-depth interview* ) |
| **Nama Instansi Penulis (dalam bahasa Inggris)**  **\* Bila lebih dari satu instansi gunakan numbering sesuai dengan urutan penulisnya**  **--**  ***Author’s Institution (in English)***  ***\* If there were more than one institution, please use numbering in accordance with the order of authors*** | 1 Postgraduate Program, Universitas Muhammadiyah Yogyakarta, Yogyakarta, Indonesia  2 Faculty of Business and Management, Universiti Teknologi MARA Cawangan Melaka, Malaysia |

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| **Talent Management in Managerial Succession Planning: A Qualitative Study**  **Andi Shodiq Widodo1\*, Ika Nurul Qamari1, Siti Dyah Handayani1, Mastura Roni2**  *\* Correspondence Author :* [*andi.shodiq.psc20@mail.umy.ac.id*](mailto:andi.shodiq.psc20@mail.umy.ac.id)  1 Postgraduate Program, Universitas Muhammadiyah Yogyakarta, Yogyakarta, Indonesia  2 Faculty of Business and Management, Universiti Teknologi MARA Cawangan Melaka, Malaysia | | |
| **I N D E X I N G** |  | **A B S T R AC T** |
| **Keywords:**  Talent Management;  Succsession Planning;  Managerial;  Talent Pool  ***Kata kunci:***  *Manajemen Talenta;*  *Suksesi Jabatan;*  *Manajerial;*  *Pemetaan Talenta* |  | Investment in Human Resources is managed through a strategy in preparing sustainable future leaders. Talent management with the right processes of identification, recruitment and selection, development, and retention will put the right people in the right place. This study aims to determine the implementation of talent management in managerial succession planning at Soerojo Hospital. This study is a qualitative research with a single case design using an in-depth interview and was conducted on October-November 2022. Informants were recruited using a purposive sampling technique, consisting of 1 key informant, 1 main informant and 1 additional informant. The results of this study revealed that the implementation of talent management in managerial succession planning had not been fully implemented, as indicated by the subjectivity of the leaders in identifying talents, recruitment carried out after there was a vacancy, no talent pool at the selection stage, inadequate curriculum-based talent development and suboptimal talent retention. This is because there is no guideline in implementing talent management. Therefore, Soerojo Hospital needs to establish regulations, compiling curriculum and talent development methods, and creating a harmonious work atmosphere for the sustainability of the organization.  **Keywords:** Talent Management, Succession Planning, Managerial, Talent Pool |
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