

# **Bridging the Gap: Regulating and Innovating Talent Management for Indonesian Civil Servants through Technology and Data Analy**

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## **ABSTRACT**

Abstract. This research aims to further explore how technology, data analysis, regulations and laws can work together in the context of Indonesian Civil Servant talent management. Thus, this research will not only provide in-depth insight into the application of technology in talent management, but also identify challenges and opportunities that must be addressed in the regulatory context relating to the use of Civil Servant personal data. Talent Management within the Indonesian State Civil Servant is a key element in improving the efficiency and quality of public services. The importance of talent management in the context of Civil Servant bureaucracy is increasingly understood, especially in handling increasingly complex societal demands. The quality and competence of Civil Servant has a direct impact on the effectiveness of implementing government tasks. The research method used is qualitative with a literature study approach. The insight of this research shows the potential to provide valuable guidance for stakeholders in government bureaucracy to develop an integrated and effective approach to Civil Servant talent management approach by SMART Civil Servant and BerAKHLAK core value, which can improve public services and maintain integrity in the bureaucratic environment towards a world-class bureaucracy.

Kata Kunci: *civil servant, data analytics, smart civil servant, BerAKHLAK, technology*