

ABSTRAK

Topik kinerja karyawan menjadi perhatian di kalangan akademisi. Alasan utamanya adalah kinerja karyawan berkaitan erat dengan produktivitas dan tingkat pencapaian suatu organisasi. Karyawan merupakan pendukung dalam keberhasilan suatu perusahaan. Tanpa adanya karyawan yang mempunyai kualitas dan kemampuan kerja maka perusahaan akan mengalami kesulitan dalam mencapai visi, misi dan tujuan perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh langsung maupun tidak langsung antara *Talent Management* terhadap Kinerja Karyawan melalui *Employee Engagement*. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan rancangan penelitian survey. Sampel dalam penelitian ini terdiri dari 100 orang karyawan PT. Oscarmas Heavy Equipment yang diambil melalui Teknik Purposive Sampling. Instrumen pengumpulan data berupa kuesioner dengan format Skala Likert yang terdiri dari lima alternatif jawaban. Data hasil pengisian kuesioner akan dianalisis dengan menggunakan Teknik Partial Least Square (PLS). Adapun hasil penelitian menunjukkan bahwa variabel *Talent Management* dan *Employee Engagement* berpengaruh langsung dan positif terhadap Kinerja pada karyawan PT. Oscarmas Heavy Equipment, variabel *Talent Management* berpengaruh langsung dan positif terhadap *Employee Engagement* pada karyawan PT. Oscarmas Heavy Equipment dan variabel *Employee Engagement* mampu memediasi pengaruh antara variabel *Talent Management* terhadap Kinerja pada karyawan PT. Oscarmas Heavy Equipment.

Kata kunci: *Talent Management*, *Employee Engagement*, Kinerja Karyawan

Abstract

The topic of employee performance is a concern among academics. The main reason is that employee performance is closely related to the productivity and level of achievement of an organization. Employees are the supporters of a company's success. Without employees who have quality and work ability, the company will have difficulty in achieving the company's vision, mission and goals. This study aims to determine the direct and indirect influence of Talent Management on Employee Performance through Employee Engagement. This study is a quantitative study using a survey research design. The sample in this study consisted of 100 employees of PT. Oscarmas Heavy Equipment which were taken through the Purposive Sampling Technique. The data collection instrument was a questionnaire with a Likert Scale format consisting of five alternative answers. The data from filling out the questionnaire will be analyzed using the Partial Least Square (PLS) Technique. The results of the study indicate that the variables Talent Management and Employee Engagement have a direct and positive effect on Performance on employees of PT. Oscarmas Heavy Equipment, the variable Talent Management has a direct and positive effect on Employee Engagement on employees of PT. Oscarmas Heavy Equipment and the variable Employee Engagement is able to mediate the influence between the variable Talent Management on Performance on employees of PT. Oscarmas Heavy Equipment.

Keywords: Talent Management, Employee Engagement, Employee Performance