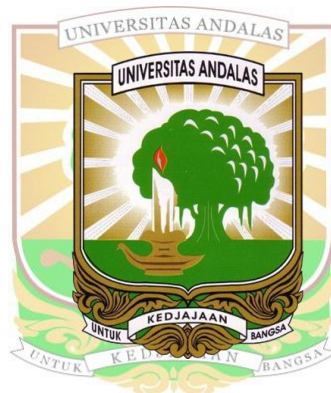


**PENGARUH PRAKTEK TALENT MANAGEMENT TERHADAP KINERJA
KARYAWAN MELALUI EMPLOYEE ENGAGEMENT DAN EMPLOYEE
JOB SATISFACTION SEBAGAI VARIABEL MEDIASI
(Studi pada pegawai PT Bank Negara Indonesia (Persero) Tbk Wilayah 02)**

THESIS



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THESIS

Diajukan sebagai Salah Satu Syarat untuk Mencapai Gelar Magister Manajemen
Pada Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis
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EMPLOYEE JOB SATISFACTION SEBAGAI VARIABEL MEDIASI
(Studi pada Pegawai PT Bank Negara Indonesia (Persero) Tbk Wilayah 02)**

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ABSTRAK

Penelitian ini bertujuan untuk menguji Pengaruh Praktek *Talent Management* terhadap Kinerja Karyawan melalui *Employee Engagement* dan *Employee Job Satisfaction* sebagai Variabel Mediasi (Studi pada Pegawai PT Bank Negara Indonesia (Persero) Tbk Kantor Wilayah 02). Dengan pengolahan data penelitian dilakukan melalui Smart PLS 3.3.7. Teknik pengambilan sampel menggunakan *purposive sampling* dengan jumlah sampel 303 responden. Hasil penelitian menunjukkan bahwa a) praktek *talent management* berpengaruh positif dan signifikan terhadap kinerja karyawan, b) praktek *talent management* berpengaruh positif dan signifikan terhadap *employee engagement*, c) praktek *talent management* berpengaruh positif dan signifikan terhadap *employee job satisfaction*, d) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan, e) *employee job satisfaction* berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, f) praktek *talent management* berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui *employee engagement* sebagai variabel mediasi, f) praktek *talent management* berpengaruh positif dan signifikan terhadap kinerja karyawan melalui *employee job satisfaction* sebagai variabel mediasi.

Kata Kunci : *Talent Management*, *Kinerja Karyawan*, *Employee Engagement*, dan *Employee Job Satisfaction*

**THE INFLUENCE OF TALENT MANAGEMENT PRACTICES ON
EMPLOYEE PERFORMANCE WITH EMPLOYEE ENGAGEMENT AND
EMPLOYEE JOB SATISFACTION AS MEDIATION VARIABLES
(Study on Employees of PT Bank Negara Indonesia (Persero) Tbk Wilayah 02)**

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ABSTRACT

This study aims to examine the influence of talent management practices on employee performance through employee engagement and employee job satisfaction as mediation variables (study on employees of PT Bank Negara Indonesia (Persero) Tbk Regional Office 02). With research data processing is done through Smart PLS 3.3.7. The sampling technique used purposive sampling with a sample of 303 respondents. The results show that a) talent management practices have a positive and significant effect on employee performance, b) talent management practices have a positive and significant effect on employee engagement, c) talent management practices have a positive and significant effect on employee job satisfaction, d) employee engagement has a positive and significant effect on employee performance, e) employee job satisfaction has a positive and significant effect on employee performance, f) talent management practices have a positive and significant effect on employee performance through employee engagement as a mediating variable, f) talent management practices have a positive and significant effect on employee performance through employee job satisfaction as a mediating variable

Keywords: Talent Management, Employee Performance, Employee Engagement, and Employee Job Satisfaction