

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *knowledge management* dan *talent management* terhadap kinerja pegawai dengan *employee engagement* sebagai variabel intervening pada Dinas Pemuda dan Olahraga Provinsi Sumatera Barat. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 78 responden. Metode analisis yang digunakan *structural equation modeling* menggunakan smartpls versi 3.

Hasil penelitian yang didapatkan *knowledge management* berpengaruh positif dan signifikan terhadap *employee engagement*. *Talent management* berpengaruh positif dan signifikan terhadap *employee engagement*. *Knowledge management* berpengaruh positif dan signifikan terhadap *employee engagement* terhadap kinerja pegawai. *Talent management* berpengaruh positif dan signifikan terhadap *employee engagement* terhadap kinerja pegawai. *Employee engagement* berpengaruh positif dan signifikan terhadap *employee engagement* terhadap kinerja pegawai. *Employee engagement* memediasi pengaruh *knowledge management* terhadap kinerja pegawai. *Employee engagement* memediasi pengaruh *talent management* terhadap kinerja pegawai.

Kata Kunci: *Knowledge Management, Talent Management, Dan Employee Engagement* Kinerja Pegawai

ABSTRACT

This research aims to examine the influence of knowledge management and talent management on employee performance with employee engagement as an intervening variable at the West Sumatra Province Youth and Sports Service. The data collection method is through surveys and distributing questionnaires, with a sample of 78 respondents. The analytical method used is structural equation modeling using SmartPLS version 3.

The research results showed that knowledge management had a positive and significant effect on employee engagement. Talent management has a positive and significant effect on employee engagement. Knowledge management has a positive and significant effect on employee engagement and employee performance. Talent management has a positive and significant effect on employee engagement and employee performance. Employee engagement has a positive and significant effect on employee engagement on employee performance. Employee engagement mediates the influence of knowledge management on employee performance. Employee engagement mediates the influence of talent management on employee performance.

Keywords: *Knowledge Management, Talent Management, and Employee Engagement
Employee Performance*