

Abstrak

Detasya Yulanda Putri No.BP 18101155310804, Manajemen Fakultas Ekonomi dan Bisnis (2022), Pengaruh *Knowledge Management* Dan *Talent Management* Terhadap Kinerja Pegawai Biro Umum Di Kantor Gubernur Sumatera Barat Dengan Kepuasan Kerja Sebagai Variabel Intervening, dibawah bimbingan Bapak Vicky Brama Kumbara,S.E,B Ba.M.M dan Ibuk Desi Permata Sari, S.E., M.M.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Knowledge Management* Dan *Talent Management* Terhadap Kinerja Pegawai Biro Umum Di Kantor Gubernur Sumatera Barat Dengan Kepuasan Kerja Sebagai Variabel Intervening. Metode pengumpulan data dengan mengedarkan kuesioner, dengan sampel 60 responden. Metode analisis yang digunakan adalah SMART PLS 3.0.

Hasil penelitian ini yaitu (I) *Knowledge management* berpengaruh positif dan signifikan terhadap kepuasan kerja. (II) *Talent management* berpengaruh positif dan signifikan terhadap kepuasan kerja. (III) *Knowledge management* berpengaruh positif dan signifikan terhadap kinerja pegawai. (IV) *Talent management* berpengaruh positif dan tidak signifikan terhadap kinerja pegawai. (V) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (VI) *Knowledge management* berpengaruh positif dan signifikan terhadap kinerja pegawai melalui kepuasan kerja. (VII)*Talent management* berpengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui kepuasan kerja. (VIII)Kontribusi variabel *knowledge management* dan *Talent management* terhadap kinerja pegawai sebesar 5%. Kontribusi variabel *knowledge management* dan *Talent management* terhadap kepuasan kerja sebesar 86%. Selebihnya dipengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci : *Knowledge Management*, *Talent Management*, Kinerja pegawai dan kepuasan kerja.

Abstract

Detasya Yulanda Putri No. BP 18101155310804, Management of the Faculty of Economics and Business (2022), The Effect of Knowledge Management and Talent Management on the Performance of Public Bureau Employees at the Governor's Office of West Sumatra with Job Satisfaction as an Intervening Variable, under the guidance of Mr. Vicky Brama Kumbara, SE, B Ba. MM and Ms. Desi Permata Sari, SE, MM

This study aims to examine how much influence knowledge management and talent management have on the performance of general bureau employees at the West Sumatra Governor's Office with job satisfaction as an intervening variable. Methods of collecting data by distributing questionnaires, with a sample of 60 respondents. The analytical method used is SMART PLS 3.0.

The results of this study are (I) Knowledge management has a positive and significant effect on job satisfaction. (II) Talent management has a positive and significant effect on job satisfaction. (III) Knowledge management has a positive and significant effect on employee performance. (IV) Talent management has a positive and non-significant effect on employee performance. (V) job satisfaction has a positive and significant effect on employee performance. (VI) Knowledge management has a positive and significant effect on employee performance through job satisfaction. (VII) Talent management has a positive and insignificant effect on employee performance through job satisfaction. (VIII) The contribution of knowledge management and talent management variables to employee performance is 5%. The contribution of knowledge management and talent management variables to job satisfaction is 86%. The rest is influenced by other variables outside this research.

Keywords: *Knowledge Management, Talent Management, Employee performance and job satisfaction.*