

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Talent Management, Knowledge Management Terhadap Kinerja Karyawan Dengan Pengembangan Karir Sebagai Variabel Intervening Pada PT Mensa Binasukses Padang. Metode pengumpulan data melalui menyebarkan kuesioner, dengan sampel 49 responden. menggunakan SPSS for windows versi 23.0

Hasil penelitian ini yaitu pada H¹ Talent management berpengaruh positif dan signifikan terhadap pengembangan karir. Pada H² Knowledge management berpengaruh positif dan signifikan terhadap pengembangan karir. Pada H³ Talent management berpengaruh positif dan signifikan terhadap kinerja karyawan. Pada H⁴ Knowledge management berpengaruh positif dan signifikan terhadap kinerja karyawan. Pada H⁵ Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan. Pada H⁶ Diduga talent management di intervening oleh pengembangan karir terhadap kinerja karyawan maka mediasi diterima. Pada H⁷ Diduga knowledge management di intervening oleh pengembangan karir terhadap kinerja karyawan maka mediasi diterima.

Kata kunci : Pengaruh Talent Management, Knowledge Management Terhadap Kinerja Karyawan Dengan Pengembangan Karir Sebagai Variabel Intervening Pada PT Mensa Binasukses Padang.

ABSTRACT

This study aims to examine how much influence Talent Management, Knowledge Management has on Employee Performance with Career Development as an Intervening Variable at PT Mensa Binahasil Padang. The method of collecting data is through distributing questionnaires, with a sample of 49 respondents. using SPSS for windows version 23.0

The results of this study are on H^1 Talent management has a positive and significant effect on career development. In H^2 Knowledge management has a positive and significant effect on career development. In H^3 Talent management has a positive and significant effect on employee performance. In H^4 Knowledge management has a positive and significant effect on employee performance. In H^5 Career development has a positive and significant effect on employee performance. In H^6 it is suspected that talent management is intervening by career development on employee performance, so mediation is accepted. In H^7 it is suspected that knowledge management is intervening by career development on employee performance, so mediation is accepted.

Keywords: Effect of Talent Management, Knowledge Management on Employee Performance with Career Development as Intervening Variables at PT Mensa Binasukses Padang.