

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Gaya Kepemimpinan, *Talent Management*, Komunikasi Dan Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Kali Dareh Prima Mandiri Dharmasraya. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 96 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Gaya Kepemimpinan, Komunikasi dan Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan. *Talent Management* berpengaruh tidak signifikan terhadap Kinerja Karyawan. Secara simultan Gaya Kepemimpinan, *Talent Management*, Komunikasi dan Budaya Organisasi terhadap Kinerja Karyawan.

Kontibusi sumbangan variabel *independen* Gaya Kepemimpinan, *Talent Management*, Komunikasi dan Budaya Organisasi terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 78,2%. Sedangkan sisanya adalah sebesar 21,8% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata Kunci : Gaya Kepemimpinan, *Talent Management*, Komunikasi dan Budaya Organisasi dan Kinerja Karyawan**

### **ABSTRACT**

*This study aims to examine how big the influence of leadership style, talent management, communication and organizational culture on employee performance at PT. Kali Dareh Prima Mandiri Dharmasraya. The method of collecting data is through surveys and distributing questionnaires, with a sample of 96 respondents. The analytical method used is multiple linear regression analysis using SPSS.*

*The results obtained based on the partial test (t test) obtained that leadership style, communication and organizational culture have a significant effect on employee performance. Talent Management has no significant effect on Employee Performance. Simultaneously Leadership Style, Talent Management, Communication and Organizational Culture on Employee Performance.*

*The contribution of the independent variables of Leadership Style, Talent Management, Communication and Organizational Culture to the dependent variable of Employee Performance is 78.2%. While the remaining 21.8% is influenced by other variables outside of this study.*

**Keywords:** *Leadership Style, Talent Management, Communication and Organizational Culture and Employee Performance*