

ABSTRAK

Lestari Gusnawati, No.BP 17101155310491 . Manajemen Fakultas ekonomi dan Bisnis (2021), “Pengaruh *Good Corporate Governance, Work Life Balance, Talent Management dan Person Organization Fit* terhadap Kinerja Pegawai pada Badan Perencanaan, Penelitian, dan Pengembangan (Bapelitbang) Kota Bukittinggi”, di bawah bimbingan Bapak Robby Dharma SE,MM dan Bapak Muhammad Fikri Ramadhan SE, MM.

Penelitian ini bertujuan untuk menguji Pengaruh *Good Corporate Governance, Work Life Balance, Talent Management dan Person Organization Fit* terhadap Kinerja Pegawai pada Badan Perencanaan, Penelitian, dan Pengembangan (BAPELITBANG) Kota Bukittinggi. Metode pengumpulan data melalui survey, wawancara, dan kuesioner dengan sampel 34 responden. Metode analisis yang digunakan adalah Analisis Regresi Linier Berganda .

Hasil analisis data menyimpulkan, secara parsial terdapat Bahwa secara parsial terdapat pengaruh positif dan signifikan *Good Corporate Governance* terhadap Kinerja Pegawai. Secara parsial terdapat pengaruh positif dan signifikan *Work Life balance* terhadap Kinerja Pegawai. Secara parsial terdapat pengaruh positif dan signifikan *Talent Management* terhadap Kinerja Pegawai. Secara parsial terdapat pengaruh positif dan signifikan *Personorganization Fit* terhadap Kinerja Pegawai. Secara simultan terdapat pengaruh positif dan signifikan *Good Corporate Governance, Work Life balance, Talent Management, Personorganization Fit* terhadap Kinerja Pegawai. Sumbangan variabel *Good Corporate Governance, Work Life balance, Talent Management, Personorganization Fit* sebesar 0,641 atau 64,1% sedangkan sisanya sebesar 35,9% di pengaruhi oleh variabel lain.

Kata Kunci : *Good Corporate Governance, Work Life balance, Talent Management, Person Organization Fit , Kinerja Pegawai*

ABSTRACT

Lestari Gusnawati, No. BP 17101155310491 . Management Faculty of Economics and Business (2021), “The Influence of Good Corporate Governance, Work Life Balance, Talent Management and Person Organization Fit on Employee Performance at the Planning, Research and Development Agency (BAPELITBANG) of Bukittinggi City”, under the guidance of Mr. Robby Dharma SE , MM and Mr. Muhammad Fikri Ramadhan SE, MM.

This study aims to examine the effect of Good Corporate Governance, Work Life Balance, Talent Management and Person Organization Fit on Employee Performance at the Planning, Research and Development Agency (Bapelitbang) of Bukittinggi City. Methods of collecting data through surveys, interviews, and questionnaires with a sample of 34 respondents. The analytical method used is Multiple Linear Regression Analysis .

The results of data analysis concluded, partially there is that partially there is a positive and significant influence of Good Corporate Governance on employee performance. Partially there is a positive and significant effect of work life balance on employee performance. Partially there is a positive and significant influence of Talent Management on Employee Performance. Partially there is a positive and significant effect of Personorganization Fit on Employee Performance. Simultaneously there is a positive and significant influence of Good Corporate Governance, Work Life balance, Talent Management, Personorganization Fit on Employee Performance. The contribution of Good Corporate Governance, Work Life balance, Talent Management, Personorganization Fit variables is 0.641 or 64.1% while the remaining 35.9% is influenced by other variables.

Keywords: Good Corporate Governance, Work Life balance, Talent Management, Person Organization Fit, Employee Performance