

## ABSTRAK

Tujuan dari penelitian ini untuk menguji pengaruh leader member exchange, empowerment dan talent management terhadap kinerja karyawan dengan motivasi kerja sebagai variabel intervening pada karyawan PT.Sukses Maju Abadi. Penelitian ini merupakan penelitian deskriptif kualitatif. Dalam penelitian ini populasi yang dijadikan subjek penelitian pada karyawan PT.Sukses Maju Abadi. Adapun hasil penyebaran kuesioner pada responden.

Berdasarkan Hasil analisis diketahui terdapat pengaruh positif dan signifikan antara Leader Member Exchange terhadap Motivasi Kerja karyawan pada PT. Sukses Maju Abadi. Terdapat pengaruh positif dan signifikan antara Empowerment terhadap Motivasi Kerja pada PT. Sukses Maju Abadi. Terdapat pengaruh positif dan tidak signifikan antara Talent Management terhadap Motivasi Kerja pada PT. Sukses Maju Abadi. Saran untuk manajemen T. Sukses Maju Abadi Kinerja Karyawan akan meningkat apabila pihak PT. Sukses Maju Abadi dapat meningkatkan Leader Member Exchange melalui adanya respect, trust dan obligation. Empowerment melalui penyadaran dan tahap pembentukan perilaku, transformasi kemampuan dan peningkatan kemampuan. Talent Management melalui bertalenta, usia angkatan kerja, komunikasi dan kebutuhan emosional. Motivasi Kerja melalui peningkatan prestasi, pengakuan, bekerja sendiri, dan tanggung jawab serta kemampuan.

Karena kontribusi dari variabel Leader Member Exchange, Empowerment dan Talent Management serta motivasi kerja 74,5% sedangkan sisanya sebesar 25,5% dipengaruhi variabel lain diluar penelitian ini.

Kata kunci : Leader Member Exchange, Empowerment, Talent Management dan Kinerja Karyawan

## **ABSTRACT**

The purpose of this study was to examine the effect of leader member exchange, empowerment and talent management on employee performance with work motivation as an intervening variable for employees of PT. Success Maju Abadi. This research is a qualitative descriptive study. In this study, the population used as research subjects was the employees of PT.Sukes Maju Abadi. The results of distributing questionnaires to respondents.

Based on the results of the analysis, it is known that there is a positive and significant influence between the Leader Member Exchange on the work motivation of employees at PT. Eternal Forward Success. There is a positive and significant influence between Empowerment on Work Motivation at PT. Eternal Forward Success. There is a positive and insignificant effect between Talent Management on Work Motivation at PT. Eternal Forward Success. Suggestions for the management of T. Abadi Maju Sukses Employee performance will increase if the PT. Success Maju Abadi can increase the Leader Member Exchange through respect, trust and obligation. Empowerment through awareness and behavior formation stage, ability transformation and capacity building. Talent Management through the talented, age of the workforce, communication and emotional needs. Work motivation through increased achievement, recognition, self-employment, and responsibility and ability.

Because the contribution of the Leader Member Exchange, Empowerment and Talent Management variables as well as work motivation is 74.5% while the remaining 25.5% is influenced by other variables outside this study.

**Keywords:** Leader Member Exchange, Empowerment, Talent Management and Employee Performance