

ABSTRAK

Selasari , No.BP 17101155310095. Manajemen Fakultas Ekonomi Dan Bisnis 2021, Pengaruh Budaya Organisasi Dan Manajemen Talenta Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Karyawan PT.Surya Andalan Primatama, dibawah bimbingan Marta Widian Sari, SE, MM Dan Winda Afriyenis,S.El., M.A

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi Dan Manajemen Talenta Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Karyawan PT.Surya Andalan Primatama. Penelitian ini menggunakan data sekunder.Dengan pengumpulan data melalui survey dan kuesioner yang disebarakan sebanyak 86 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik sampling jenuh yaitu dengan menjadikan seluruh populasi menjadi sampel Pemrosesan data dilakukan dengan alat SPSS.

Hasil analisis data menyimpulkan, Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Komitmen Organisasi pada PT. Surya Andalan Primatama.Terdapat pengaruh positif dan signifikan antara Manajemen Talenta terhadap Komitmen Organisasi pada PT. Surya Andalan Primatama.Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kinerja Karyawan pada PT. Surya Andalan Primatama.Terdapat pengaruh positif dan signifikan antara Manajemen Talenta terhadap Kinerja Karyawan pada PT. Surya Andalan Primatama.Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Karyawan pada PT. Surya Andalan Primatama.Komitmen Organisasi memediasi Budaya Organisasi terhadap Kinerja Karyawan.Komitmen Organisasi memediasi Manajemen Talenta terhadap Kinerja Karyawan

Kata kunci :Budaya Organisasi, Manajemen Talenta, Kinerja karyawan, Komitmen Organisasi

ABSTRACT

Selasari, No. BP 17101155310095. Management of the Faculty of Economics and Business 2021, The Influence of Organizational Culture and Talent Management on Employee Performance With Organizational Commitment as an Intervening Variable for Employees of PT. Surya Andalan Primatama, under the guidance of Marta Widian Sari, SE, MM and Winda Afriyenis, S.EI., MA

This study aims to determine how big the influence of organizational culture and talent management on employee performance with organizational commitment as an intervening variable for employees of PT. Surya Andalan Primatama. This study uses secondary data. By collecting data through surveys and questionnaires distributed as many as 86 respondents. The sampling technique in this study used a saturated sampling technique, namely by making the entire population a sample. Data processing was carried out with the SPSS tool.

The results of data analysis concluded, There is a positive and significant influence between Organizational Culture on Organizational Commitment at PT. Surya Mainstay Primatama. There is a positive and significant influence between Talent Management on Organizational Commitment at PT. Surya Mainstay Primatama. There is a positive and significant influence between Organizational Culture on Employee Performance at PT. Surya Mainstay Primatama. There is a positive and significant influence between Talent Management on Employee Performance at PT. Surya Mainstay Primatama. There is a positive and significant influence between Organizational Commitment on Employee Performance at PT. Surya Mainstay Primatama. Organizational Commitment mediates Organizational Culture on Employee Performance. Organizational Commitment mediates Talent Management on Employee Performance

Keywords: Organizational Culture, Talent Management, Employee Performance, Organizational Commitment