

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar ”*Dampak perceived organizational support* Dan *talent management* pada kinerja karyawan dengan *employee engagement* sebagai variable intervening. Metode pengumpulan data melalui survey dan mengedarkan kuisisioner, dengan sampel 75 responden PT.Batang Hari Barisan. Metode analisis yang digunakan adalah regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 22.

Hasil penelitian yang didapatkan adalah *perceived organizational support* dan *talent management* secara parsial ada pengaruh positif yang signifikan terhadap kinerja karyawan dengan, *perceived organizational support*, *talent management* dan kinerja karyawan secara parsial berpengaruh positif dan tidak signifikan terhadap *employee engagement*.

Berdasarkan analisis jalur pengaruh langsung *perceived organizational support* lebih besar dibandingkan pengaruh tidak langsung *perceived organizational support* melalui *employee engagement* terhadap kinerja karyawan. Serta pengaruh langsung *talent management* lebih kecil dibandingkan pengaruh tidak langsung melalui *employee engagement* terhadap Kinerja karyawan.

Kata kunci : *Perceived Organizational support, Talent Management, Kinerja Karyawan, Employee Engagement.*

ABSTRACT

This study aims to examine how much "The Impact of Perceived Organizational Support and Talent Management on Employee Performance with Employee Engagement as an Intervening Variable." The method of collecting data through surveys and distributing questionnaires, with a sample of 75 respondents from PT. Batang Hari Barisan. The analysis method used is multiple linear regression and path analysis using SPSS 22.

The results of the research obtained are partially perceived organizational support and talent management, there is a significant positive effect on employee performance, with Perceived Organizational Support, Talent Management and employee performance partially positive and insignificant effect on Employee Engagement.

Based on the path analysis, the direct influence of Perceived Organizational Support is greater than the indirect effect of Perceived Organizational Support through Employee Engagement on employee performance. And the direct effect of Talent Management is smaller than the indirect effect through Employee Engagement on employee performance.

Keywords: Perceived organizational support, Talent Management, Employee performance, Employee Engagement