Analisis *Talent Management* Dan *Knowledge Management* Terhadap
Employee Performance* Melalui *Employee Retention
(Studi Pada Pegawai Direktorat Jenderal Pajak Kementerian Keuangan
Republik Indonesia)

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Abstrak

Penelitiaan ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pe ngaruh *Talent Management* dan *Knowledge Management* terhadap *Employee Performance* melalui *Employee Retention*. Populasi dalam penelitian ini adalah pegawai *Talent Ready Now* Direktorat Jenderal Pajak yang lokasi kerjanya di DKI Jakarta. Ukuran sampel diambil sebanyak 100 responden, dengan metode *non probability sampling* khususnya *perposive sampling*. Pengumpulan data dilakukan melalui penyebaran kuisioner. Teknik analisis yang digunakan adalah metode analisis PLS (*Partial Least Square*). Hasil penelitian ini menunjukan bahwa (1) *Talent Management* berpengaruh signifikan dan positif terhadap *Employee Performance* dengan nilai koefisien jalur sebesar 0,383 (2) *Talent Management secara tidak langsung tidak* berpengaruh signifikan dan negatif terhadap *Employee Performance* melalui *Employee Retention* dengan nilai koefisien jalur sebesar -0,046 (3) *Knowledge Management* berpengaruh signifikan dan positif terhadap *Employee Performance* dengan nilai koefisien jalur sebesar 0,297 dan (4) *Knowledge Management* secara tidak langsung berpengaruh signifikan dan positif terhadap *Employee Performance* melalui *Employee Retention* dengan nilai koefisien jalur sebesar 0,294.

Kata Kunci**:** *Talent Management, Knowledge Management, Employee Performance, Employee Retention*

Analysis of Talent Management and Knowledge Management of Employee Performance through Employee Retention
(Study of employees of the Directorate General of Tax, Ministry of Finance of the Republic of Indonesia)

by
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Abstract

This research is a quantitative study that aims to determine the effect of Talent Management and Knowledge Management on Employee Performance through Employee Retention. The population in this study are Talent Ready Now employees at the Directorate General of Tax whose work location is in DKI Jakarta. The sample size was taken as many as 100 respondents, with non-probability sampling methods especially perposive sampling. Data collection was carried out through questionnaires. The analysis technique used is the PLS (Partial Least Square) analysis method. The results of this study indicate that (1) Talent Management has a significant and positive effect on Employee Performance with a path coefficient of 0.383 (2) Talent Management indirectly has no significant and negative effect on Employee Performance through Employee Retention with a path coefficient of -0.046 (3) Knowledge Management has a significant and positive effect on Employee Performance with a path coefficient of 0.297 and (4) Knowledge Management indirectly has a significant and positive effect on Employee Performance through Employee Retention with a path coefficient of 0.294.

Keywords: Talent Management, Knowledge Management, Employee Performance, Employee Retention