

ABSTRAK

Kinerja yang dihasilkan menjadi tolak ukur untuk keberhasilan sebuah organisasi. Keberhasilan sebuah organisasi dalam mengelola sumber daya manusia dipengaruhi oleh kemampuan mengelola *talent*, *knowledge* dan *employee engagement*. Penelitian ini bertujuan untuk menguji pengaruh *talent management* dan *knowledge management* terhadap *employee performance* melalui *employee engagement*. Penelitian ini dilaksanakan pada bulan April – Mei 2024. Jumlah responden sebanyak 167 orang. Teknik pengambilan sampel menggunakan purposive sampling. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan *talent management* terhadap *employee engagement* Rumah Sakit Paru Jember. Terdapat pengaruh positif dan signifikan *knowledge management* terhadap *employee engagement* Rumah Sakit Paru Jember. Terdapat pengaruh positif dan signifikan *talent management* terhadap *employee performance* Rumah Sakit Paru Jember. Terdapat pengaruh positif dan signifikan *knowledge management* terhadap *employee performance* Rumah Sakit Paru Jember. Terdapat pengaruh positif dan signifikan *employee engagement* terhadap *employee performance* Rumah Sakit Paru Jember. Hasil pengujian pengaruh tidak langsung menunjukkan hasil terdapat pengaruh positif dan signifikan *talent management* terhadap *employee performance* melalui *employee engagement* Rumah Sakit Paru Jember. Terdapat pengaruh positif dan signifikan *knowledge management* terhadap *employee performance* melalui *employee engagement* Rumah Sakit Paru Jember.

Kata kunci: *Talent management*, *Knowledge management*, *Employee engagement*, *Employee performance*

ABSTRACT

The resulting performance becomes a benchmark for the success of an organization. The success of an organization in managing human resources is influenced by the ability to manage talent, knowledge and employee engagement. This research aims to examine the influence of talent management and knowledge management on employee performance through employee engagement. This research was conducted in April – May 2024. The number of respondents was 167 people. The sampling technique uses purposive sampling. The research results show that there is a positive and significant effect of talent management on employee engagement at Paru Hospital Jember. There is a positive and significant effect of knowledge management on employee engagement at Paru Hospital Jember. There is a positive and significant effect of talent management on employee performance at Paru Hospital Jember. There is a positive and significant effect of knowledge management on employee performance at Paru Hospital Jember. There is a positive and significant effect of employee engagement on employee performance at Paru Hospital Jember. The results of the indirect influence test show that there is a positive and significant influence of talent management on employee performance through employee engagement at Paru Hospital Jember. There is a positive and significant influence of knowledge management on employee performance through employee engagement at Paru Hospital Jember.

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