

ABSTRAK

Penelitian ini bertujuan mengkaji pengaruh keseimbangan kerja dan manajemen talenta terhadap kinerja karyawan melalui OCB di sebuah coffee shop Kabupaten Jember. Persaingan bisnis coffee shop dihadapkan pada tuntutan untuk mencapai kinerja karyawan yang tinggi demi pengembangan perusahaan. Perusahaan harus mampu membangun dan meningkatkan kinerja dalam lingkungan kerja coffee shop. Kinerja karyawan pada karyawan coffee shop harus memperhatikan keseimbangan kehidupan kerja dan manajemen talenta karyawan sebagai faktor penting untuk membuat kebijakan menjaga Organizational Citizenship Behavior dan kinerja karyawan. Penelitian ini menggunakan metode penelitian kuantitatif dan sampel penelitian 300 karyawan yang dipilih dengan teknik sampling jenuh. Pengumpulan data merupakan teknik kuesioner, dan dianalisis menggunakan Structural Equation Modeling-Partial Least Square (SEM-PLS) dengan alat statistik WarpPLS. Hasil penelitian bahwa keseimbangan kerja dan manajemen talenta merupakan salah satu faktor yang mempengaruhi Organizational Citizenship Behavior dan kinerja karyawan dalam bekerja di sebuah coffee shop di Kab. Jember. Sedangkan Organizational Citizenship Behavior tidak mampu memediasi hubungan keseimbangan kerja dan manajemen talenta terhadap kinerja. Peneliti selanjutnya dapat meneliti di industri atau pendidikan dengan variabel mediasi kepuasan kerja dan variabel dependen loyalitas kerja.

Kata kunci: Keseimbangan Kehidupan Kerja, Manajemen Bakat, OCB, Kinerja Karyawan

ABSTRAK

This study aims to examine the effect of work-life balance and talent management on employee performance through OCB in a coffee shop Jember Regency. Coffee shop business competition is faced with the demand to achieve high employee performance for the development of the company. Companies must be able to build and improve performance the coffee shop work environment. Employee performance in coffee shop employees must pay attention to work-life balance and employee talent management as important factors in making policies to maintain Organizational Citizenship Behavior and employee performance. This study uses a quantitative research method and the research sample 300 employees selected using saturated sampling techniques. Data collection questionnaire technique, and analyzed using Structural Equation Modeling-Partial Least Square (SEM-PLS) with the WarpPLS statistical tool. The results of the study show that work-life balance and talent management are one of the factors that influence Organizational Citizenship Behavior and employee performance in working in a coffee shop in Jember Regency. While Organizational Citizenship Behavior is unable to mediate the relationship between work-life balance and talent management on performance. Further researchers can conduct research in industry or education with mediating variables of job satisfaction and dependent variables of work loyalty.

Keywords: *Worklife-Balance, Talent Management, OCB, Employee Performance*