

ABSTRACT

Faukhil Magfiratun Nikmah. NIM: 2161201094. The Effect of Transformational Leadership, Talent Management, Job Satisfaction on Employee Performance of PT Pandawa Cipta Mandiri. Under the guidance of Hj. Ermalina.

The purpose of this study was to analyze the effect of transformational leadership on employee performance, the effect of Talent Management on employee performance, job satisfaction on employee performance and to analyze the effect of transformational leadership, Talent Management and job satisfaction simultaneously on employee performance at PT Pandawa Cipta Mandiri. This research design uses quantitative methods with an associative approach and data collection techniques of library research and field research. The data analysis technique used in this study uses data instrument test analysis, classical assumption test, multiple linear regression test, correlation test, determination test, t test and f test by testing transformational leadership variables (X_1), Talent Management (X_2), job satisfaction (X_3) and employee performance (Y). The results of this study indicate that with multiple linear analysis, a constant value of 1.468 is obtained, meaning that the positive constant value shows the influence of the independent variable. If the independent variable increases or has an effect in one unit, the job satisfaction variable will increase or be fulfilled. From the results of the t test variable transformational leadership (X_1) on employee performance (Y) has T_{hitung} (3.478) > T_{tabel} (1.993), Talent Management (X_2) on employee performance (Y) has T_{hitung} (4.403) > T_{tabel} (1.993), job satisfaction (X_3) on employee performance (Y) has T_{hitung} (4,263) > T_{tabel} (1,993), so it can be stated that the variables of transformational leadership (X_1), Talent Management (X_2) and job satisfaction (X_3) have a partial influence on employee performance (Y). The significant value of $0.000 < 0.05$ and obtained the value of F_{count} (148.641) > F_{table} (3.13), it can be concluded that transformational leadership, Talent Management and job satisfaction simultaneously / have a joint influence on employee performance. The results of the analysis of the coefficient of determination (R^2) obtained a value (A_{justed} R_{square}) of 0.857. This means that all independent variables, namely transformational leadership (X_1), Talent Management (X_2), job satisfaction (X_3) have a joint contribution of 86% to the dependent variable (Y), namely employee performance, while the remaining 14% is influenced by other variables outside the variables of transformational leadership, Talent Management and job satisfaction.

Keywords: transformational leadership, Talent Management and job satisfaction, employee performance

ABSTRAK

Faukhil Magfiratun Nikmah. NIM: 2161201094. Pengaruh Kepemimpinan Transformasional, Tallent Management, Kepuasan Kerja terhadap Kinerja Karyawan PT. Pandawa Cipta Mandiri. Di bawah bimbingan Hj. Ermalina.

Tujuan penelitian ini adalah untuk menganalisis pengaruh kepemimpinan transformasional terhadap kinerja karyawan, pengaruh Tallent Management terhadap kinerja karyawan, kepuasan kerja terhadap kinerja karyawan serta untuk menganalisis pengaruh kepemimpinan transformasional, Tallent Management dan kepuasan kerja secara simultan terhadap kinerja karyawan di PT. Pandawa Cipta Mandiri. Desain penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif dan teknik pengumpulan data penelitian kepustakaan (*Library Research*) serta penelitian lapangan (*Field Research*). Teknik analisis data yang dipakai dalam penelitian ini menggunakan analisis uji instrumen data, uji asumsi klasik, uji regresi linier berganda, uji korelasi, uji determinasi, uji t dan uji f dengan menguji variabel kepemimpinan transformasional (X_1), Tallent Management (X_2), kepuasan kerja (X_3) dan kinerja karyawan (Y). Hasil penelitian ini menunjukkan dengan analisis linier berganda diperoleh nilai konstanta sebesar 1,468 artinya nilai konstanta positif menunjukkan pengaruh variabel independen. Bila variabel independen naik atau berpengaruh dalam satu satuan, maka variabel kepuasan kerja akan naik atau terpenuhi. Dari hasil uji t variabel kepemimpinan transformasional (X_1) terhadap kinerja karyawan (Y) mempunyai $T_{hitung} (3,478) > T_{tabel} (1,993)$, Tallent Management (X_2) terhadap kinerja karyawan (Y) mempunyai $T_{hitung} (4,403) > T_{tabel} (1,993)$, kepuasan kerja (X_3) terhadap kinerja karyawan (Y) mempunyai $T_{hitung} (4,263) > T_{tabel} (1,993)$, sehingga dapat dinyatakan bahwa variabel kepemimpinan transformasional (X_1), Tallent Management (X_2) dan kepuasan kerja (X_3) mempunyai pengaruh secara parsial terhadap kinerja karyawan (Y). Nilai signifikans sebesar $0,000 < 0,05$ dan di peroleh nilai $F_{hitung} (148,641) > F_{tabel} (3,13)$, maka dapat disimpulkan bahwa kepemimpinan transformasional, Tallent Management dan kepuasan kerja simultan/memiliki pengaruh secara bersama-sama terhadap kinerja karyawan. Hasil analisis koefisien determinasi (R^2) diperoleh nilai (*Ajusted R square*) sebesar 0,857. Hal ini berarti seluruh variabel bebas yakni kepemimpinan transformasional (X_1), Tallent Management (X_2), kepuasan kerja (X_3) mempunyai kontribusi secara bersama-sama sebesar 86% terhadap variabel terikat (Y) yaitu kinerja karyawan, sedangkan sisanya 14% dipengaruhi oleh variabel-variabel lain di luar variabel kepemimpinan transformasional, Tallent Management dan kepuasan kerja.

Kata kunci: *kepemimpinan transformasional, Tallent Management dan kepuasan kerja, kinerja karyawan*