

ABSTRAK

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PENGARUH *KNOWLEDGE MANAGEMENT* DAN *TALENT MANAGEMENT* TERHADAP *EMPLOYEE PERFORMANCE* DENGAN MEDIASI *EMPLOYEE DEVELOPMENT* PADA STAF ADMINISTRASI RSUP DR. WAHIDIN SUDIROHUSODO MAKASSAR

(xv + 127 halaman; 33 tabel; 14 gambar; 12 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *knowledge management*, *talent management*, serta *employee development* terhadap *employee performance*, kemudian untuk mengetahui pengaruh *knowledge management* dan *talent management* terhadap *employee development*, serta untuk mengetahui pengaruh *knowledge management* dan *talent management* terhadap *employee performance* dengan mediasi *employee development*. Penelitian ini merupakan penelitian kuantitatif dan dalam analisis statistik menggunakan PLS-SEM melalui *software* SmartPLS 4. Data dikumpulkan dengan menyebarkan kuesioner. Dalam penentuan sampel, digunakan teknik *non-probability sampling* dengan jenis *purposive* yaitu staf administrasi dari RSUP Dr. Wahidin Sudirohusodo Makassar sebanyak 125 responden. Hasil penelitian menunjukkan *talent management* berpengaruh positif dan signifikan terhadap *employee development*, *employee development* dapat memediasi hubungan antara *talent management* dengan *employee performance*, dan *employee development* berpengaruh positif dan signifikan terhadap *employee performance*. Sementara itu hipotesis lainnya menunjukkan bahwa *knowledge management* tidak berpengaruh terhadap *employee performance*, *talent management* tidak berpengaruh terhadap *employee performance*, *knowledge management* tidak berpengaruh terhadap *employee development*, dan *employee development* tidak dapat memediasi hubungan antara *knowledge management* dengan *employee performance*.

Keywords: *Employee performance, knowledge management, talent management, employee development.*

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ABSTRACT

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THE IMPACT OF KNOWLEDGE MANAGEMENT AND TALENT MANAGEMENT ON EMPLOYEE PERFORMANCE MEDIATED BY EMPLOYEE DEVELOPMENT ON ADMINISTRATIVE STAFF OF RSUP DR. WAHIDIN SUDIROHUSODO MAKASSAR

(xv + 127 pages; 33 tables; 14 figures; 12 appendices)

This research aims to determine the influence of knowledge management, talent management and employee development on employee performance, then to determine the influence of knowledge management and talent management on employee development, and to determine the influence of knowledge management and talent management on employee performance through the mediation of employee development. This research is a quantitative research and the statistical analysis used is PLS-SEM via SmartPLS 4 software. Data was collected by distributing questionnaires. In determining the sample, a non-probability sampling technique was used with a purposive type, namely administrative staff from RSUP Dr. Wahidin Sudirohusodo Makassar as much as 125 respondents. The research results shows that talent management has a positive and significant effect on employee development, employee development can mediate the relationship between talent management and employee performance, and employee development has a positive and significant effect on employee performance. Meanwhile, other hypotheses shows that knowledge management has no effect on employee performance, talent management has no effect on employee performance, knowledge management has no effect on employee development, and employee development cannot mediate the relationship between knowledge management and employee performance.

Keywords: *Employee performance, knowledge management, talent management, employee development.*

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