

ABSTRAK

Muhammad Tri Darmayanto, NIM 7143210024 “Pengaruh *Talent Management* dan *Knowledge Management* Terhadap Kinerja Karyawan PT. Perkebunan Nusantara II (Survei Pada Kantor Direksi Tanjung Morawa)”. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2018.

Penelitian ini bertujuan untuk mengetahui pengaruh *talent management* dan *knowledge management* terhadap kinerja karyawan PT. Perkebunan Nusantara II Tanjung Morawa. Populasi dalam penelitian ini sebanyak 522 orang karyawan, dan menggunakan sampel stratifikasi dalam teknik pengambilan sampel sebanyak 84 orang. Teknik pengumpulan data yang digunakan adalah melalui angket (kuesioner) yang pengukurannya dengan skala likert dan diolah secara statistik menggunakan analisis regresi berganda dan pengujian hipotesis uji t, uji f, dan koefisien determinan yang sebelumnya data telah di uji menggunakan uji validitas, uji reliabilitas, dan uji asumsi klasik. Pengolahan data menggunakan program SPSS 23.0 for windows.

Dari hasil uji validitas diperoleh $r_{hitung} > r_{tabel}$ untuk masing-masing item pertanyaan dan uji reliabilitas angket diperoleh *alpha cronbach* masing-masing variabel yaitu 0,948 untuk variabel X1, 0,884 untuk variabel X2, serta 0,899 untuk variabel Y. Nilai ini lebih besar dari taraf signifikan r_{tabel} yaitu 0,306.

Analisis data masing-masing variabel diperoleh persamaan regresi berganda $Y = 5,612 + 0,469 X_1 + 0,598 X_2 + e$. Diperoleh R^2 sebesar 0,756, yang berarti X1 dan X2 menjelaskan pengaruh terhadap variabel Y sebesar 75,6% sedangkan sisanya dijelaskan variabel lain diluar penelitian. Uji parsial yang dihasilkan masing-masing variabel bebas berpengaruh terhadap variabel terikat dengan signifikansi penelitian lebih kecil dari 0,1 sehingga hipotesis diterima, serta hasil perhitungan uji simultan sebesar 125,217 dengan f_{tabel} 2,37 yang artinya $F_{hitung} > F_{tabel}$ dengan *level of significant* (α) $0,000 < 0,1$, yang artinya hipotesis diterima yaitu *talent management* dan *knowledge management* secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan PT. Perkebunan Nusantara II Tanjung Morawa.

Kata Kunci: *Talent Management*, *Knowledge Management*, Kinerja Karyawan

ABSTRACT

Muhammad Tri Darmayanto, NIM 7143210024 "The Influence of Talent Management and Knowledge Management to Employee Performance PT. Perkebunan Nusantara II (Survey on Tanjung Morawa Board of Directors) ". Thesis of Management Major, Faculty of Economics, Medan State University, Year 2018.

This research aims to determine the influence of talent management and knowledge management to Employee Performance PT. Perkebunan Nusantara II Tanjung Morawa. The population in this study as much as 522 employees, and using stratification sampling in sampling technique as many as 84 people. Data collection technique used is through questionnaire which measurement with likert scale and processed statistically using multiple regression analysis and t test hypothesis, f test hypothesis, and coefficient of determinant which previously data have been tested using validity test, reliability test, and classic assumption test. Data processing used SPSS 23.0 for windows.

From the results of validity test obtained $r_{count} > r_{table}$ for each question item and reliability test questionnaire obtained alpha cronbach each variable that is 0.948 for variables X1, 0.884 for variable X2, and 0.899 for variable Y. This value is greater than the level of significant r_{table} ie 0.306.

Data analysis of each variable obtained by multiple regression equation $Y = 5,612 + 0,469 X1 + 0,598 X2 + e$. Obtained R^2 of 0.756, which means X1 and X2 explain the effect on the variable Y of 75.6% while the rest described other variables outside the research. The partial test of each independent variable has an effect on the dependent variable with the research significance is smaller than 0.1 so the hypothesis is accepted, and the result of simultaneous test calculation is 125.217 with f_{table} 2.37 which means $F_{count} > F_{table}$ with level of significant (α) $0.000 < 0.1$, which means that the accepted hypothesis of talent management and knowledge management together have a significant effect to Employee Performance PT. Perkebunan Nusantara II Tanjung Morawa.

Keywords: Talent Management, Knowledge Management, Employee Performance

