

ABSTRACT

The purpose of this research is to analyze the effect of talent management and organizational culture on affective commitment with employee engagement as mediators. The research uses talent management and organizational culture as independent variable, affective commitment as dependent variable, and employee engagement as mediating variable.

The population in this research were all employees of PT. KAI DAOP 4 Semarang totaling 80 people. This research takes the entire population to be used as a sample or called census. Data obtained from questionnaires were processed and analyzed using the SmartPLS 4.0 program.

The result showed talent management and organizational culture, and employee engagement has a positive and significant influenced on affective commitment. Talent management and organizational culture also has a positive and significant influenced on employee engagement. The result of mediation testing show that employee engagement can be the mediating variable between talent management and affective commitment, meanwhile employee engagement failed to be the mediating variable between organizational culture and affective commitment.

Keywords: *Talent Management, Organizational Culture, Affective Commitment, Employee Engagement.*

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