

ABSTRACT

This study aims to determine and analyze the effect of talent management on employee performance with employee engagement as a mediating variable in employees of PT Indofood CBP Noodle Division Semarang Branch. The population in this study included all permanent employees, with a sample size of 92 respondents.

Data collection was carried out through distributing questionnaires to all respondents using the census method. The questionnaire instrument was measured using a five (5) point Likert Scale. Hypothesis testing in this study was carried out using the Structural Equation Modeling (SEM) method with the help of SmartPLS software version 4.1.0.9.

Based on the results of statistical analysis, it was found that talent management has a positive and significant effect on employee performance. In addition, employee engagement also proved to be able to mediate the relationship between talent management and employee performance positively and significantly.

Keywords: Talent management, employee engagement, employee performance

