

# Talent Management Practices dan Pengaruhnya Terhadap Performance, Perceived Organizational Support dan Engagement Sebagai Variabel Intervening (Studi pada Program Manajemen Talenta Polri). = Talent Management Practices and Their Effect On Performance, Perceived Organizational Support and Engagement as Intervening Variables (Study On Polri Talent Management Program)

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## Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh talent management practices, perceived organizational support terhadap talent performance pada program Management Talenta Polri (MTP) dengan menggunakan variabel intervening yaitu talent engagement. Metode penelitian yang digunakan untuk menguji hipotesis adalah explanatory survey method, sedangkan penjelasan hubungan antar variabel diuji dan dianalisis dengan Structural Equation Modeling (SEM). Responden sebanyak 226 merupakan peserta talentpool dalam program MTP Polri mulai dari angkatan MTP 2017 s.d. 2021. Hasil penelitian menjelaskan bahwa variabel Perceived Organizational Support memberikan pengaruh positif terhadap talent performance baik secara langsung maupun dengan mediasi dari variabel talent engagement. Sedangkan variabel talent management practices tidak berpengaruh terhadap talent performance, akan tetapi variabel talent management practices dapat berpengaruh terhadap talent performance ketika dimediasi oleh variabel talent engagement. Berdasarkan hasil penelitian ini, ditetapkan bahwa praktek manajemen talenta Polri belum dapat mendorong peningkatan kinerja para talenta, untuk dapat meningkatkan kinerja talenta, membutuhkan proses lebih lanjut yaitu peran mediasi keterikatan talenta yang terbentuk. Selanjutnya, bahwa kontribusi dan kepedulian organisasi terhadap para talenta apabila menghasilkan persepsi positif atau dinilai baik oleh para talenta akan dapat meningkatkan kinerja talenta, tapi jika para talenta menganggap sebaliknya atau merasa kontribusi dan kepedulian organisasi terhadap mereka tidak memenuhi ekpektasi para talenta maka kinerja yang dihasilkan tidak optimal, semakin tinggi tingkat dukungan dan kontribusi organisasi akan meningkatkan kinerja para talenta.

.....This study aims to analyze the effect of talent management practice, Perceived Organizational Support on talent performance in the program Management Talenta Polri (MTP) by the intervening variable talent engagement. The research method used to test the hypothesis is the explanatory survey method, while the explanation of the relationship between the variables tested and analyzed by Structural Equation Modeling (SEM). A total of 226 respondents were talent pool participants in the MTP program starting from MTP batches 2017 s.d. 2021. The results of the study explain variable Perceived Organizational Support has a positive influence on talent performance both directly and through the mediation of the talent engagement variable. While the variable of talent management practice has no effect on talent performance, but the variable of talent management practice has an effect on talent performance when mediated by the talent engagement variable. Based on the results of this study, it was determined that talent management practice had not been able to encourage the improvement of talent performance, to be able to increase talent performance, it required a further process, namely the mediating role of the formed talent engagement. Furthermore, that the organization's contribution and concern for the talents if it generates a positive

perception or is judged favorably by the talents will be able to improve talent performance, but if the talents think otherwise or think that the organization's contribution and care for them does not meet the expectations of the talents, the resulting performance will not optimally, the higher the support and contribution of the organization will improve the performance of the talents.