**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, IMPLEMENTASI MANAJEMEN TALENTA DAN KETERIKATAN PEGAWAI ( *EMPLOYEE ENGAGEMENT* ) TERHADAP KEPUASAN KERJA SERTA IMPLIKASINYA PADA KINERJA PEGAWAI SELURUH KANTOR CABANG BANK BJB**

***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, IMPLEMENTATION OF TALENT MANAGEMENT AND EMPLOYEE ENGAGEMENT ON JOB SATISFACTION AND ITS IMPLICATIONS FOR THE PERFORMANCE OF EMPLOYEES***

***OF ALL BRANCHES OFFICES OF BANK BJB***

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**ABSTRAK**

Tujuan penelitian ini untuk mengetahui dan mengkaji pengaruh baik secara simultan maupun parsial dari pengaruh kepemimpinan transformasional, implementasi manajemen talenta dan keterikatan pegawai terhadap kepuasan kerja serta implikasinya terhadap kinerja pegawai seluruh Kantor Cabang bank bjb.

Metode penelitian yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif. Dengan menggunakan metode penelitian ini akan diketahui hubungan yang signifikan antara variabel yang diteliti sehingga kesimpulan yang akan memperjelas gambaran mengenai objek yang diteliti. Objek penelitian ini adalah pegawai tetap dari grade 4 sampai dengan grade 8 yang berada di 65 kantor cabang bank bjb dengan jumlah sampel sebanyak 290 responden. Penarikan sampel menggunakan metode proportional cluster stratified random sampling. Analisis data yang dilakukan adalah analisis kuantitatif dan perhitungannya menggunakan metode *Structural Equation Modeling* (SEM).

Hasil analisis diperoleh adanya pengaruh yang signifikan baik secara parsial maupun secara simultan, dari kepemimpinan transformasional, implementasi manajemen talenta dan keterikatan pegawai terhadap kepuasan kerja pegawai, begitu juga terdapat pengaruh yang signifikan dari kepuasan kerja pegawai terhadap kinerja pegawai seluruh Kantor Cabang bank bjb.

**Kata Kunci**: Kepemimpinan Transformasional, Implementasi Manajemen Talenta, Keterikatan Pegawai, Kepuasan Kerja, Kinerja Pegawai

***ABSTRACT***

*The purpose of this study is to determine and examine the effects both simultaneously and partially from the influence of transformational leadership, implementation of talent management and employee engagement on job satisfaction and its implications for the performance of employees of all branch offices of the bank bjb.*

 *The research method used in this study is descriptive and verification. By using this research method, there will be known a significant relationship between the variables studied so that conclusions will clarify the picture of the object under study. The object of this research is permanent employees from grade 4 to grade 8 who are in 65 bank bjb branches with a total sample of 290 respondents. Sampling uses method proportional cluster stratified random sampling. Data analysis carried out is quantitative analysis and the calculation uses the method Structural Equation Modeling (SEM).*

 *The results of the analysis obtained a significant effect both partially and simultaneously, from transformational leadership, implementation of talent management and employee engagement to employee job satisfaction, so there is also a significant effect of employee job satisfaction on employee performance of all branch offices of the bank bjb.*

***Keyword:*** *Transformational Leadership, Implementation of Talent Management, Employee Engagement, Job Satisfaction, Performance of Employees*

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