

ABSTRACT

This study aims to determine the effect of transformational leadership and talent management on employee performance at PT. Mega Central Finance Majalengka Branch. PT. Mega Central Finance as one of the companies engaged in financing (finance) which is quite large with a two-wheel segmentation that has the hope of providing service and trust to the public or customers for the services provided. The method used is descriptive and verification method with a total sample of 51 respondents. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, coefficient of simultaneous determination and coefficient of partial determination.

The results showed that there was a positive and significant influence between transformational leadership and talent management on the performance of PT. Mega Central Finance Majalengka Branch. The magnitude of the influence of transformational leadership and talent management on the performance of employees of PT Mega Central Finance Majalengka Branch simultaneously is 62.7%. While partially the effect on employee performance is 34.2% and the influence of talent management on employee performance is 28.5%.

Keywords: Transformational Leadership, Talent Management, Employee Performance.