

ABSTRACT

Employee Work Targets (SKP) within the Youth and Sports Office of West Java Province during the 2021 period, shows that the level of employee performance appraisal has not been maximized, and has experienced increases and decreases with an average rating of sufficient achievement. This is because there are still several problems with the performance of employees at the Youth and Sports Service of West Java Province. As for the factors suspected of being problematic through pre-survey tests conducted by researchers, the results obtained were that talent management and organizational commitment had the lowest average scores, where these two variables could be said to be unfavorable. Therefore, the research focus is directed towards the variables of talent management and work commitment, because to produce optimal performance, talent management and organizational commitment are needed so that organizational goals can be achieved. So that this study discusses the relationship, the influence of talent management and organizational commitment on employee performance at the Youth and Sports Service of West Java Province both simultaneously and partially. To find out the relationship and the magnitude of the influence used descriptive and verification data analysis, which include: multiple linear regression analysis, correlation coefficient analysis, hypothesis testing, and analysis of the coefficient of determination. The data collection technique used was observation, and interviews by distributing questionnaires, with a sample of 91 respondents. The results of the research that has been done show that there is an influence of talent management and organizational commitment on employee performance at the West Java Province Youth and Sports Service both simultaneously and partially, and organizational commitment has a greater effect than talent management on employee performance at the Provincial Youth and Sports Office West Java. So if you want to improve employee performance at the West Java Province Youth and Sports Service, you should pay more attention to organizational commitment.

Keywords: Talent Management, Organizational Commitment and Employee Performance.