

ABSTRACT

This research aims to determine the effect of implementing talent management and knowledge sharing on motivation and its impact on the performance of Bank BJB employees at the Tamansari Branch Office. The method used in this research is descriptive analysis and verification, the sampling technique used is probability sampling with a sample size of 97 respondents. The data collection techniques used were observation, interviews and distributing questionnaires. Testing research instruments uses validity and reliability tests. The data analysis methods used are path analysis, Successive Interval (MSI) method, coefficient of determination, and hypothesis testing.

The results of research using the method used show that there is both partial and simultaneous influence. The results of data analysis show that the influence of the application of talent management and knowledge sharing on motivation has an influence of 73.1% and the remaining 26.9% is influenced by other variables not studied. Then Motivation has an influence on employee performance, namely 77.4%, the influence of the dominant independent variable is Talent Management at 60%, while Knowledge Sharing is 13.1%.

Keywords: Talent Management, Knowledge Sharing, Motivation and Employee Performance