

**PERAN *EMPLOYEE ENGAGEMENT* DAN *ORGANIZATIONAL COMMITMENT* DALAM MEMEDIASI PENGARUH *TALENT MANAGEMENT* TERHADAP *EMPLOYEE PERFORMANCE***  
(Studi Pada Anggota Polisi Satuan Kerja Polres Sumedang)

**TESIS**

Diajukan untuk memenuhi sebagian syarat untuk memperoleh  
Gelar Magister Manajemen Pada Program Studi Magister Manajemen



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**LEMBAR HAK CIPTA****PERAN *EMPLOYEE ENGAGEMENT* DAN *ORGANIZATIONAL COMMITMENT* DALAM MEMEDIASI PENGARUH *TALENT MANAGEMENT* TERHADAP *EMPLOYEE PERFORMANCE*  
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Sebuah Tesis yang Diajukan untuk Memenuhi Salah Satu Syarat Memperoleh  
Gelar Magister Manajemen pada Program Studi Manajemen Fakultas  
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**LEMBAR PENGESAHAN**

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## ABSTRAK

**Siti Fathimah Nurul Hasanah (2106139) “Peran *Employee Engagement* Dan *Organizational Commitment* Dalam Memediasi Pengaruh *Talent Management* Terhadap *Employee Performance* (Studi Pada Anggota Polisi Satuan Kerja Polres Sumedang)”. Di Bawah Bimbingan Prof. Dr. H. Edi Suryadi, M.Si dan Dr. Askolani, S.E., M.M.**

Penelitian ini dilakukan pada Anggota Polisi Satuan Kerja Polres Sumedang yang membawahi 26 Polisi Sektor (Polsek) di Kabupaten Sumedang. Tujuan dari penelitian ini untuk mengetahui gambaran efektifitas pelaksanaan *talent management*, tingkat *employee engagement*, tingkat *organizational commitment* dan tingkat *employee performance* Anggota Polisi Satuan Kerja Polres Sumedang. Selain itu, untuk mengetahui pengaruh *talent management*, *employee engagement* dan *organizational commitment* terhadap *employee performance*. Jenis penelitian yang digunakan dalam penelitian ini adalah deskriptif verifikatif dengan metode penelitian kuantitatif. Populasi pada penelitian ini adalah seluruh Anggota Polisi Satuan Kerja Polres Sumedang dan teknik sampling yang digunakan adalah *probability sampling* dengan menggunakan *proportionate stratified random sampling* yang diperoleh hasil sampel sebesar 294 responden. Teknik analisis data yang digunakan adalah SEM-PLS dengan alat bantu *software* SmartPLS 4. Hasil analisis deskriptif menunjukkan bahwa efektifitas pelaksanaan *talent management* berada pada kategori yang efektif, tingkat *engagement* para Anggota Polisi Polres Sumedang terhadap organisasi berada pada kategori *engage*, *organizational commitment* berada pada kategori sangat tinggi dan *performance* Anggota Polisi Polres Sumedang berada pada kategori tinggi. Hasil analisis verifikatif menunjukkan bahwa *talent management* berpengaruh positif dan signifikan terhadap *employee engagement* dan *organizational commitment*, *employee engagement* berpengaruh positif dan signifikan terhadap *organizational commitment*, *employee engagement* berpengaruh positif secara langsung terhadap *employee performance*, *organizational commitment* tidak berpengaruh positif terhadap *employee performance*, *employee engagement* mampu memediasi secara positif pengaruh *talent management* terhadap *employee performance*, *organizational commitment* tidak mampu memediasi secara positif pengaruh *talent management* terhadap *employee performance*.

**Kata Kunci:** *Employee Engagement, Organizational Commitment, Talent Management, Employee Performance*

## **ABSTRACT**

***Siti Fathimah Nurul Hasanah (2106139) "The Role of Employee Engagement and Organizational Commitment in Mediating the Influence of Talent Management on Employee Performance (Study on Police Officers of the Sumedang District Police Work Unit)". Under the Guidance Prof. Dr. H. Edi Suryadi, M.Si and Dr. Askolani, S.E., M.M.***

*This research was conducted on Police Members of the Sumedang Police Work Unit who oversee 26 Sector Police (Polsek) in Sumedang Regency. The purpose of this study is to determine the overview of the effectiveness of talent management implementation, employee engagement level, organizational commitment level and performance level of Sumedang Police Unit Police Officers. In addition, to determine the influence of talent management, employee engagement and organizational commitment on employee performance. The type of research used in this study is descriptive verifiative with quantitative research methods. The population in this study was all members of the Sumedang Police Work Unit and the sampling technique used was probability sampling using proportionate stratified random sampling obtained by a sample of 294 respondents. The data analysis technique used is SEM-PLS with SmartPLS 4 software tools. The results of the descriptive analysis show that the effectiveness of the implementation of talent management is in the effective category, the level of engagement of Sumedang Police Police Members towards the organization is in the engagement category, organizational commitment is in the very high category and the performance of Sumedang Police Police Members is in the high category. The results of the verification analysis show that talent management has a positive and significant effect on employee engagement and organizational commitment, employee engagement has a positive and significant effect on organizational commitment, employee engagement has a direct positive effect on employee performance, organizational commitment does not have a positive effect on employee performance, employee engagement is able to mediate positively the influence of talent management on employee performance, Organizational commitment is unable to positively mediate the influence of talent management on employee performance.*

***Keywords:*** *Employee Engagement, Organizational Commitment, Talent Management, Employee Performance*

## KATA PENGANTAR

Alhamdulillah, penulis panjatkan puji dan syukur kehadirat Allah SWT, karena atas rahmat dan ridha-Nya, penulis dapat menyelesaikan penulisan proposal tesis ini dengan judul “Peran *Employee Engagement* dan *Organizational Commitment* dalam Memediasi Pengaruh *Talent Management* Terhadap *Employee Performance* (Studi Pada Anggota Polisi Satuan Kerja Polres Sumedang)”. Shalawat serta salam senantiasa tercurah kepada Rasulullah SAW, serta pada para keluarganya, para sahabatnya, serta kita semua selaku umatnya.

Penelitian ini membahas mengenai gambaran efektifitas pelaksanaan *talent management* di Polres Sumedang, tingkat *employee engagement*, tingkat *organizational commitment* dan tingkat *employee performance* para Anggota Polisi Polres Sumedang, serta melakukan pengujian verifikatif untuk menjelaskan hubungan keberpengaruhannya antar variabel penelitian untuk mengetahui apakah variabel *talent management*, *employee engagement*, dan *organizational commitment* terhadap *employee performance*.

Penulis menyadari sepenuhnya bahwa di dalam penulisan proposal tesis ini terdapat kekurangan – kekurangan dan keterbatasan penulis dalam memahami konsep ataupun teori dan metodologi penelitian. Besar harapan penulis, untuk mendapatkan kritik dan saran yang membangun untuk memperbaiki penyusunan tesis ini. Penulis mengucapkan terimakasih kepada semua pihak yang telah membantu, membimbing dan memberikan dorongan moril sehingga terselesaikannya tesis ini.

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