

**PENGARUH MANAJEMEN TALENTA DAN
MANAJEMEN PENGETAHUAN TERHADAP KINERJA
KARYAWAN DI YAYASAN ARDHYA GARINI CABANG
LANUD SURYADARMA**

TESIS

diajukan untuk memenuhi sebagian syarat memperoleh gelar Magister
Management pada Program Studi Manajemen Fakultas Pascasarjana
Universitas Pendidikan Indonesia



Oleh:

Bella Novinda Damarasri, SE

1802507

**SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
2020**

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Oleh:

Bella Novinda Damarasri, SE

Sebuah Tesis yang diajukan untuk memenuhi salah satu syarat memperoleh
gelar Magister Manajemen pada Sekolah Pascasarjana

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PENGETAHUAN TERHADAP KINERJA KARYAWAN DI
YAYASAN ARDHYA GARINI CABANG LANUD
SURYADARMA**

Tesis ini telah disahkan oleh :

Pembimbing I



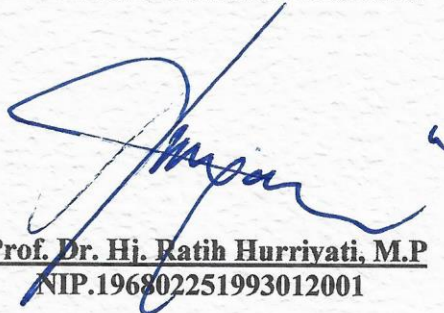
Prof. Dr. H. Eeng Ahman, M.S
NIP. 196110221986031002

Pembimbing II



Dr. Hj. Janah Sojanah, M.,Si
NIP. 195712191984032002

**Mengetahui,
Ketua Program Studi Manajemen
Sekolah Pascasarjana
Universitas Pendidikan Indonesia**



Prof. Dr. Hj. Ratih Hurrivati, M.P
NIP.196802251993012001

ABSTRAK

Pengaruh Manajemen Talenta dan Manajemen Pengetahuan Terhadap Kinerja Karyawan di Yayasan Ardhya Garini Cabang Lanud Suryadarma

Oleh:

**Bella Novinda Damarasri,SE
1802507**

Tesis ini dibimbing oleh :

**Prof. Dr. H. Eeng Ahman, MS
dan
Dr. Hj. Janah Sojanah, M.,Si**

Penelitian ini dilaksanakan pada Yayasan Ardhya Garini Cabang Lanud Suryadarma. Penelitian ini di latar belakanginya adanya kinerja karyawan masih tergolong rendah, dan kurang optimal. Penelitian ini bertujuan untuk mengetahui Pengaruh manajemen talenta dan manajemen pengetahuan terhadap kinerja karyawan. Penelitian ini menggunakan teknik analisis data deskriptif dan verifikatif, dengan metode *explanatory survey*. Populasi dalam penelitian ini sebanyak 178 Karyawan dengan jumlah sampel 123 Karyawan. Teknik analisis data yang digunakan adalah Regresi Berganda dengan alat bantu *software* komputer SPSS 23.0 *for windows*.

Hasil penelitian ini menunjukkan bahwa: (i) gambaran manajemen talenta dalam kategori sangat tinggi, gambaran manajemen pengetahuan dalam kategori sangat tinggi, dan gambaran kinerja karyawan Yayasan Ardhya Garini dalam kategori sangat tinggi. Berdasarkan penelitian secara empirik diperoleh hasil bahwa: (ii) manajemen talenta memberikan pengaruh positif terhadap kinerja karyawan; (iii) manajemen pengetahuan memberikan pengaruh positif terhadap kinerja karyawan; (iv) manajemen talenta dan manajemen pengetahuan secara simultan berpengaruh positif terhadap kinerja karyawan.

Kata Kunci: Manajemen Talenta, Manajemen Pengetahuan, Kinerja Karyawan

ABSTRACT

THE EFFECT OF TALENT MANAGEMENT AND KNOWLEDGE MANAGEMENT ON EMPLOYEE PERFORMANCE IN ARDHYA GARINI FOUNDATION BRANCH LANUD SURYADARMA

by :

Bella Novinda Damarasri,SE

This thesis is guided by :

Prof. Dr. H. Eeng Ahman, MS.

and

Dr.Hj. Janah Sojanah, M.Si

This research was conducted at the Ardhya Garini Foundation, Suryadarma Lanud Branch. This research in the background of the existence of employee performance is still relatively low, and less than optimal. This study aims to determine the effect of talent management and knowledge management on employee performance. This research uses descriptive and verification data analysis techniques, with an explanatory survey method. The population in this study were 178 employees with a total sample of 123 employees. Data analysis technique used is multiple regression with computer software tools SPSS 23.0 for windows.

The results of this study indicate that: (i) the picture of talent management is in the very high category, the description of knowledge management is in the very high category, and the performance description of the Ardhya Garini Foundation employees is in the very high category. Based on empirical research results are obtained that: (ii) talent management has a positive influence on employee performance; (iii) knowledge management has a positive influence on employee performance; (iv) telanta management and knowledge management simultaneously have a positive effect on employee performance

Keywords: Talent Management, Knowledge Management, Employee Performance.

DAFTAR ISI

ABSTRAK.....	i
ABSTRACT	ii
KATA PENGANTAR.....	iii
UCAPAN TERIMA KASIH	iv
DAFTAR ISI	vii
DAFTAR GAMBAR.....	xi
DAFTAR TABEL	xii
BAB I PENDAHULUAN.....	1
1.1 Latar Belakang Penelitian.....	1
1.2 Identifikasi Masalah.....	10
1.3 Rumusan Masalah.....	11
1.4 Tujuan Penelitian	12
1.5 Kegunaan Penelitian	13
BAB II KAJIAN PUSTAKA, KERANGKA PEMIKIRAN DAN HIPOTESIS ..	14
2.1 Kajian Pustaka	14
2.1.1 Perilaku Organisasi.....	14
2.1.2 Pengertian Manajemen Sumber Daya Manusia.....	16
2.1.3 Pengertian Kinerja	19
2.1.3.1 Penilaian Kinerja	20
2.1.3.2 Faktor yang Mempengaruhi Kinerja Karyawan	23
2.1.3.3 Indikator Kinerja Karyawan	24
2.1.4 Pengertian Manajemen Talenta	27
2.1.4.1 Proses Manajemen Talenta	31
2.1.4.2 Model Manajemen Talenta.....	36
2.1.4.3 Indikator Manajemen Talenta.....	38
2.1.4.4 Manfaat Manajemen Talenta	39
2.1.5 Pengertian Manajemen Pengetahuan	40
2.1.5.1 Konsep Manajemen Pengetahuan.....	42
2.1.5.2 Fungsi Manajemen Pengetahuan	43
2.1.5.3 Tujuan Penerapan Manajemen Pengetahuan	44
2.1.5.4 Jenis Pengetahuan (<i>Knowledge</i>).....	45

2.1.1.1	Indikator Manajemen Pengetahuan	46
2.2	Hasil Penelitian Terdahulu	49
2.3	Kerangka Pemikiran	53
2.4	Hipotesis	58
BAB III OBJEK DAN METODE PENELITIAN		59
3.1.	Objek Penelitian.....	59
3.2.	Metode Penelitian	59
3.3.	Populasi dan Sampel.....	60
3.3.1.	Populasi	60
3.3.2.	Sampel	60
3.4.	Operasional Variabel	61
3.5.	Metode Analisis Data	63
3.5.1	Analisis Deskriptif	64
3.5.2	Analisis Kuantitatif.....	64
3.5.2.1	Hasil Pengujian Validitas dan Reliabilitas	64
3.5.2.2	Hasil Pengujian Validitas	64
3.5.2.3	Hasil Pengujian Reliabilitas.....	70
3.5.3	Rancangan Analisis Data.....	71
3.5.4	Rancangan Analisis Data Deskriptif.....	72
3.5.5	Rancangan Analisis Verifikatif.....	73
3.5.5.1	Uji Asumsi Klasik	73
3.5.6	Regresi Linear Berganda	74
3.5.7	Uji Signifikansi Parsial (Uji Statistik T).....	75
3.5.8	Uji Signifikansi Stimultan (Uji F)	76
BAB IV HASIL PENELITIAN DAN PEMBAHASAN		77
4.1	Profil Yayasan Ardhya Garini dan Karakteristik Responden.....	77
4.1.1	Profil Yayasan Ardhya Garini	77
4.1.1.1	Identitas Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	77
4.1.1.2	Visi dan Misi Yayasan Ardhya Garini.....	77
4.1.1.3	Sejarah Yayasan Ardhya Garini	78
4.1.1.4	Struktur Yayasan Ardhya Garini	82

4.1.2	Karakteristik Responden Karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	83
4.1.2.1	Karakteristik Responden berdasarkan Jenis Kelamin.....	83
4.1.2.2	Karakteristik Responden berdasarkan Usia	83
4.1.2.3	Karakteristik Responden berdasarkan Pendidikan Terakhir.....	84
4.1.2.4	Karakteristik Responden berdasarkan Masa Kerja.....	85
4.2	Hasil Pengujian Deskriptif.....	86
4.2.1	Tanggapan Responden terhadap Gambaran Kinerja Karyawan pada Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	86
4.2.1.1	Tanggapan Responden mengenai Dimensi Kesetiaan	86
4.2.1.2	Tanggapan Responden mengenai Dimensi Prestasi Kerja	88
4.2.1.3	Tanggapan Responden mengenai Dimensi Kedisiplinan	89
4.2.1.4	Tanggapan Responden mengenai Dimensi Kekompakan	90
4.2.1.5	Rekapitulasi Variabel Kinerja Karyawan pada Yayasan Ardhya Garini Cabang Lanud Suryadarma	91
4.2.1.6	Gambaran Kinerja Karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	93
4.2.2	Tanggapan Responden terhadap Gambaran Manajemen Talenta pada Yayasan Ardhya Garini Cabang Lanud Suryadarma	96
4.2.2.1	Tanggapan Responden mengenai Dimensi <i>Recruitment</i> (Penerimaan).....	97
4.2.2.2	Tanggapan Responden mengenai Dimensi <i>Retain</i> (Mempertahankan).....	99
4.2.2.3	Tanggapan Responden mengenai Dimensi <i>Develop</i> (Mengembangkan).....	100
4.2.2.4	Rekapitulasi Dimensi Manajemen Talenta pada Yayasan Ardhya Garini Cabang Lanud Suryadarma	101
4.2.2.5	Gambaran Manajemen Talenta pada Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	103
4.2.3	Tanggapan Responden terhadap Gambaran Manajemen Pengetahuan.....	105

4.2.3.1	Tanggapan Responden mengenai Dimensi <i>Knowledge Discovery</i>	105
4.2.3.2	Tanggapan Responden Mengenai Dimensi <i>Knowledge Capture</i>	107
4.2.3.3	Tanggapan Responden mengenai Dimensi <i>Knowledge Sharing</i> .	108
4.2.3.4	Tanggapan Responden mengenai Dimensi <i>Knowledge Application</i>	110
4.2.3.5	Rekapitulasi Dimensi Manajemen Pengetahuan Yayasan Ardhya Garini Cabang Lanud Suryadarma	112
4.2.3.6	Gambaran Manajemen Pengetahuan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	114
4.3	Hasil Pengujian Verifikatif/ Uji Keabsahan Dan Keandalan Instrumen	116
4.3.1	Uji Asumsi Klasik terhadap Model Regresi Linier Berganda	116
4.3.1.1	Uji Normalitas	116
4.3.1.2	Uji Multikolinearitas.....	118
4.3.1.3	Uji Heteroskedastisitas	119
4.3.2	Analisis Regresi Linear Berganda	120
4.3.3	Uji Hipotesis	121
4.3.3.1	Uji Hipotesis 1 Pengaruh Manajemen Talenta Terhadap Kinerja Karyawan pada Yayasan Ardhya Garini Cabang Lanud Suryadarma	121
4.3.3.2	Uji Hipotesis 2 Pengaruh Manajemen Pengetahuan Terhadap Kinerja Karyawan pada Yayasan Ardhya Garini Cabang Lanud Suryadarma	123
4.3.3.3	Uji Hipotesis 3 Pengaruh Manajemen Talenta dan Manajemen Pengetahuan Simultan Terhadap Kinerja Karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma	123
4.4	Pembahasan	124
4.4.1	Gambaran Manajemen Talenta Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	124
4.4.3	Gambaran Manajemen Pengetahuan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	125

4.4.4	Gambaran Kinerja Karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	125
4.4.4	Pengaruh manajemen talenta terhadap kinerja karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma	126
4.4.5.	Pengaruh manajemen pengetahuan terhadap kinerja karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	127
4.4.6	Pengaruh manajemen talenta dan manajemen pengetahuan secara simultan terhadap kinerja karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	128
4.5	Implikasi Hasil Penelitian.....	128
4.5.1	Temuan Penelitian Bersifat Teoritis	128
4.5.2	Temuan Penelitian Bersifat Empirik	132
4.4.3	Implikasi Hasil Penelitian Manajemen Talenta dan Manajemen Pengetahuan terhadap Kinerja Karyawan Yayasan Ardhya Garini Cabang Lanud Suryadarma.....	133
BAB V KESIMPULAN DAN SARAN		135
5.1	Kesimpulan.....	135
5.2	Saran	136
DAFTAR PUSTAKA		138

DAFTAR PUSTAKA

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