

ABSTRAK

Widya Muartina, 2024. Pengaruh Manajemen Talenta dan Pengembangan Karir Terhadap Kinerja Pegawai Badan Nasional Pencarian dan Pertolongan (BASARNAS) Kota Ternate. Pembimbing Utama: Marwan Man Soleman. Pembimbing Pendamping: Ruslan A. Kamis.

Tujuan penelitian ini adalah: (1) Untuk mengetahui pengaruh manajemen talenta terhadap kinerja pegawai; (2) Untuk mengetahui pengaruh manajemen karir secara parsial terhadap kinerja pegawai Basarnas di kota Ternate. Populasi penelitian adalah seluruh pegawai Badan Nasional Pencarian dan Pertolongan (Basarnas) di kota Ternate yang berjumlah 53 responden dan menggunakan teknik sampling jenuh sehingga jumlah sampel sebanyak 53 responden. Alat uji yang digunakan adalah analisis *partial least squares* (PLS) sebagai alat uji statistik.

Hasil penelitian menunjukkan bahwa manajemen talenta berpengaruh positif dan signifikan terhadap kinerja pegawai Basarnas di kota Ternate. Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai Basarnas di kota Ternate.

Kata kunci: Manajemen Talenta, Pengembangan Karir, Kinerja Pegawai.

ABSTRACT

Widya Muartina, 2024. *The Influence of Talent Management and Career Development on the Performance of Ternate City National Search and Rescue Agency (BASARNAS) Employees. Advisor: Marwan Man Soleman and Co-Advisor: Ruslan A. Kamis.*

The objectives of this research are: (1) To determine the effect of talent management on employee performance; (2) To determine the partial influence of career management on the performance of National Search and Rescue Agency (Basarnas) employees in the city of Ternate. The research population was all Basarnas employees in the city of Ternate, totaling 53 respondents and used a saturated sampling technique so that the total sample was 53 respondents. The test tool used is partial least squares (PLS) an statistical test tool

The research results show that talent management has a positive and significant effect on the performance of National Search and Rescue Agency (Basarnas) employees in the city of Ternate. Career development has a positive and significant effect on the performance of Basarnas employees in the city of Ternate.

Keywords: Talent Management, Career Development, Employee Performance.