

ABSTRAK

Agresifnya pembangunan dari proses industri manufaktur di seluruh dunia menyebabkan kerusakan lingkungan seperti penurunan kualitas lingkungan, pemanasan global, penipisan lapisan ozon, polusi air, hujan asam, dan desertifikasi. *Sustainability* telah bertumbuh menjadi issue yang menarik, pada perkembangannya konsep *sustainability* tidak saja pada tingkat masyarakat secara makro atau pada tingkatan antar negara, namun juga relevan pada tingkat mikro diperusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh *talent management* dan kepemimpinan terhadap *corporate sustainability* karyawan PT Wiza. dengan *employee engagement* sebagai variabel mediasi. Metode penelitian yang digunakan adalah pendekatan kuantitatif. Data yang digunakan adalah data primer berupa hasil pengisian kuisisioner dan data sekunder yang dimiliki oleh perusahaan. Sampel penelitian adalah 141 orang dari populasi PT Wiza sebanyak 520 orang. Teknik pengambilan sampel adalah *probability sampling* jenis *proportionate stratified random sampling*. Teknis analisis data menggunakan software Smart PLS. Hasil penelitian menunjukkan bahwa *talent management* dan kepemimpinan secara langsung tidak berpengaruh positif dan signifikan terhadap *corporate sustainability*. Namun, secara tidak langsung berpengaruh positif dan signifikan terhadap *corporate sustainability* dengan *employee engagement* sebagai variabel mediasi.

Kata kunci: *Talent management*, kepemimpinan, *employee engagement*, *corporate sustainability*.

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ABSTRACT

The aggressive development from the process of manufacture industry all over the world has caused environmental damage such as a decrease in quality of the surroundings, global warming, depletion of the ozone layer, water pollution, acid rain and desertification. Sustainability has grown into an interesting issue, the concept of sustainability is not only at the community level at the macro level or at the inter-country level, but is also relevant at the micro level in the company. The aim of this research is to identify the influence of talent management and leadership towards corporate sustainability within the employees of PT Wiza with employee engagement as a mediating variable. The methods used in this researched is experimental quantitative approach. The data used are primary data resulted from filling in questionnaires and a secondary data which was produced by the company. The research sample was obtained from 141 employees out of the 520 population working in PT Wiza. The sampling technique are probabily sampling, a type of proportionate stratified random sampling. The use of analytic data with the Smart PLS software. The result of the research indicates that talent management and leadership does not have a positive and significant affect towards corporate sustainability with the employee engagement as mediated variable.

Keywords: *Talent management, leadership, employee engagement, corporate sustainability*

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