

## **ABSTRACT**

*This study aims to analyze the role of motivational competence and talent management in influencing employee performance. This research unit is Budi Kemuliaan Hospital employees who are in the director's section, directors staff, public relations, financial administration, doctors, nurses or midwives, medical staff and non-medical staff located in DKI Jakarta, with a total sample of 98 respondents. Using purposive sampling, i.e. permanent employees in the nurse or midwife department, medical staff and non-medical staff who have worked for more than 2 years in order to know their respective performance well. The analytical method used in this research is multiple linear regression with the help of SPSS (Statistical Product For Service Solution) version 25.0 program. The results of the study prove that competence has a positive effect on employee performance. Motivation also has a positive effect on employee performance. The increasing competence and motivation of nurses or midwives, medical staff, and non-medical staff will be able to encourage increased employee performance. However, talent management has no effect on employee performance. This means that although there is good talent management, it has not been able to encourage employee performance to increase, so further studies are needed.*

*Keywords: Competence, Motivation, Talent Management and Employee Performance.*



## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi motivasi dan *talent management* dalam pengaruh kinerja karyawan. Unit penelitian ini adalah karyawan Rumah Sakit Budi Kemuliaan yang ada dibagian perawat atau bidan, staff medis dan staff non medis yang berlokasi di DKI Jakarta, dengan jumlah sampel sebanyak 98 orang responden. Menggunakan *purposive sampling*, yaitu karyawan tetap di bagian perawat atau bidan, staff medis dan staff non medis yang sudah bekerja lebih 2 tahun agar dapat diketahui kinerja masing-masing dengan baik. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda dengan bantuan program SPSS (*Statistical Product For Service Solution*) versi 25,0. Hasil penelitian membuktikan bahwa kompetensi berpengaruh positif terhadap kinerja karyawan. Motivasi juga berpengaruh positif terhadap kinerja karyawan. Semakin meningkat kompetensi dan motivasi yang dimiliki perawat atau bidan, staff medis, dan staff non medis akan mampu mendorong peningkatan kinerja karyawan. Namun demikian, *talent management* tidak berpengaruh terhadap kinerja karyawan. Ini berarti walaupun sudah ada pengelolaan talenta dengan baik namun belum mampu mendorong kinerja karyawan semakin meningkat, sehingga perlu dilakukan kajian lebih lanjut.

Kata Kunci: Kompetensi, Motivasi, *Talent Management* dan Kinerja Karyawan.

