

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengidentifikasi hubungan antara transformational leadership dan talent management dengan job satisfaction yang dimediasi oleh perceived organizational support di Setjen KESDM. Penelitian eksplisit ini menggunakan pendekatan kuantitatif. Sampel terdiri dari 135 karyawan dari Setjen KESDM. Adapun data utama diperoleh dengan cara menyebarkan lembaran kuesioner baik melalui print-out paper maupun secara online. Sedangkan data pendukung diperoleh melalui studi kepustakaan, wawancara singkat, data internal Setjen KESDM serta sumber dari website resmi Setjen KESDM. Penelitian ini menggunakan SmartPLS.3.29 dengan metode Structural Equation Modelling (PLS-SEM) untuk menguji hipotesis dan membuat model yang layak (fit). Hasil pengujian menunjukkan bahwa *transformational leadership* berpengaruh negatif dan tidak signifikan terhadap *job satisfaction*, *talent management* berpengaruh positif dan signifikan terhadap *job satisfaction*, *perceived organizational support* berpengaruh positif dan signifikan terhadap *job satisfaction*, *transformational leadership* berpengaruh positif dan tidak signifikan terhadap *job satisfaction* dimediasi oleh *perceived organizational support*, *talent management* berpengaruh positif dan signifikan terhadap *job satisfaction* dimediasi oleh *perceived organizational support*.

Kata kunci: *transformational leadership, talent management, perceived organizational support, job satisfaction*



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ABSTRACT

The purpose of this study is to identify the relationship between transformational leadership and talent management and job satisfaction mediated by perceived organizational support at the Secretariat General of Ministry of Energy and Mineral Resources. This explicit research uses a quantitative approach. The sample consists of 135 employees from the Secretariat General of Ministry of Energy and Mineral Resources. The main data was obtained by distributing questionnaire sheets either through print-out paper or online. Meanwhile, supporting data was obtained through literature studies, brief interviews, and internal data from the Secretariat General of Ministry of Energy and Mineral Resources and sources from the official website of the Secretariat General of Ministry of Energy and Mineral Resources. This study uses SmartPLS.3.29 with the Structural Equation Modelling (PLS-SEM) method to test hypotheses and create a fit model. The results indicate that transformational leadership has a negative and insignificant effect on job satisfaction, talent management has a positive and significant effect on job satisfaction, perceived organizational support has a positive and significant effect on job satisfaction, transformational leadership has a positive and insignificant effect on job satisfaction mediated by perceived organizational support, talent management has a positive and significant effect on job satisfaction mediated by perceived organizational support.

Keywords: transformational leadership, talent management, perceived organizational support, job satisfaction

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