

PENGARUH *TALENT MANAGEMENT* TERHADAP *EMPLOYEE PERFORMANCE* MELALUI *WORKFORCE AGILITY* SEBAGAI VARIABEL MEDIASI PADA KARYAWAN *GENERATION Z* YANG BEKERJA DI WILAYAH DAERAH ISTIMEWA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *talent management* terhadap *employee performance* melalui *workforce agility* sebagai variabel mediasi pada karyawan *generation Z* yang bekerja di wilayah Daerah Istimewa Yogyakarta. Teknik pengambilan sampel yang digunakan adalah *purposive sampling*. Sampel yang digunakan dalam penelitian ini sebanyak 96 responden. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarakan secara *online* kepada seluruh karyawan yang bekerja di wilayah Daerah Istimewa Yogyakarta. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, uji hipotesis, uji regresi linier sederhana dan uji sobel (*sobel test*). Hasil analisis data menunjukkan bahwa *talent management* berpengaruh positif dan signifikan terhadap *employee performance*. Selain itu, *talent management* juga berpengaruh positif dan signifikan terhadap *workforce agility*. Selanjutnya, *workforce agility* berpengaruh positif dan signifikan terhadap *employee performance*. Kemudian hasil analisis data pada uji variabel mediasi menunjukkan bahwa *workforce agility* berperan sebagai variabel mediasi dalam pengaruh *talent management* terhadap *employee performance*.

Kata Kunci: *Talent Management, Employee Performance, Workforce Agility*



**THE EFFECT OF TALENT MANAGEMENT ON EMPLOYEE
PERFORMANCE THROUGH WORKFORCE AGILITY AS A MEDIATING
VARIABLE IN GENERATION Z EMPLOYEES WHO WORK IN THE
SPECIAL REGION OF YOGYAKARTA**

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Abstract

This study aims to analyze the influence of talent management on employee performance through workforce agility as a mediating variable on generation Z employees working in the Special Region of Yogyakarta. The sampling technique used is purposive sampling. The sample used in this study was 96 respondents. This study used a quantitative approach with data collection techniques through questionnaires distributed online to all employees working in the Special Region of Yogyakarta. Data analysis techniques used include validity tests, reliability tests, classical assumption tests, hypothesis tests, simple linear regression tests and Sobel tests. The results of data analysis show that talent management has a positive and significant effect on employee performance. In addition, talent management also has a positive and significant effect on workforce agility. Furthermore, workforce agility has a positive and significant effect on employee performance. Then the results of data analysis on the mediating variable test show that workforce agility plays a role as a mediating variable in the influence of talent management on employee performance.

Keywords: Talent Management, Employee Performance, Workforce Agility.