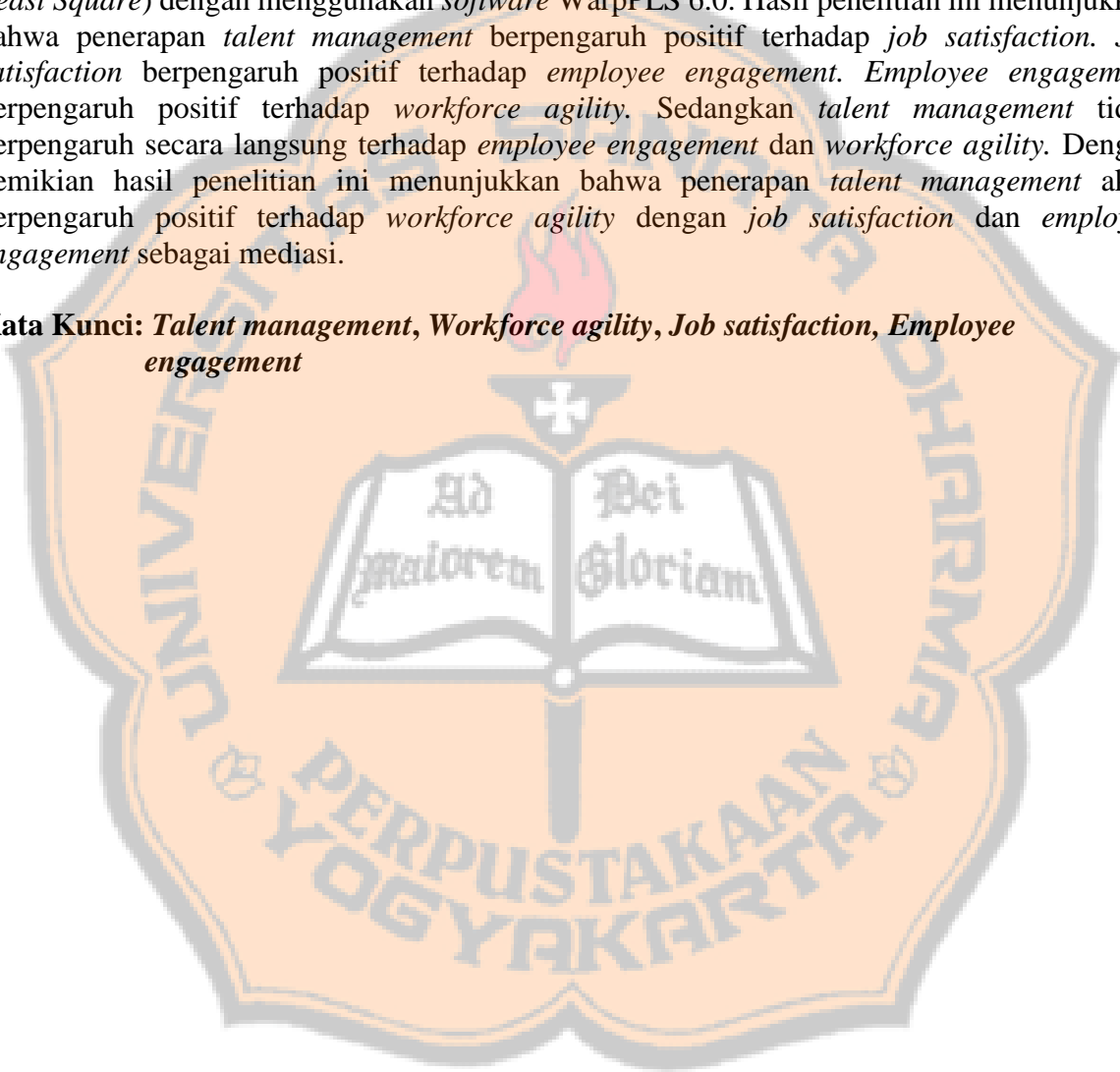


ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh penerapan *talent management* terhadap *workforce agility* dengan *job satisfaction* dan *employee engagement* sebagai mediasi pada perawat di Rumah Sakit Panti Rapih Yogyakarta. Penelitian ini merupakan penelitian kuantitatif. Data penelitian ini merupakan data primer dengan perawat RS Panti Rapih sebagai responden. Jumlah sampel dalam penelitian ini adalah sebanyak 228 responden. Dari jumlah responden yang ditentukan, terdapat 201 kuesioner yang kembali dan jumlah kuesioner yang dapat diolah adalah 177. Analisa data pada penelitian ini menggunakan metode PLS (*Partial Least Square*) dengan menggunakan *software* WarpPLS 6.0. Hasil penelitian ini menunjukkan bahwa penerapan *talent management* berpengaruh positif terhadap *job satisfaction*. *Job satisfaction* berpengaruh positif terhadap *employee engagement*. *Employee engagement* berpengaruh positif terhadap *workforce agility*. Sedangkan *talent management* tidak berpengaruh secara langsung terhadap *employee engagement* dan *workforce agility*. Dengan demikian hasil penelitian ini menunjukkan bahwa penerapan *talent management* akan berpengaruh positif terhadap *workforce agility* dengan *job satisfaction* dan *employee engagement* sebagai mediasi.

Kata Kunci: *Talent management, Workforce agility, Job satisfaction, Employee engagement*



ABSTRACT

This study aims to examine the effect of talent management implementation to workforce agility with job satisfaction and employee engagement as a mediation to nurses at Yogyakarta Panti Rapih Hospital. This study is quantitative research. The data of this study are primary data with nurse of Panti Rapih Hopital as respondents. The number of samples in this study were 228 respondents. From the number of respondents determined, there were 201 questionnaires returned and the number of questionnaires that could be processed was 177. Data analysis in this study used the PLS (Partial Least Square) method using WarpPLS 6.0 software. The results of this study indicate that the application of talent management has a positive effect on job satisfaction. Job satisfaction has a positive effect on employee engagement. Employee engagement has a positive effect on workforce agility. While talent management does not directly affect employee engagement and workforce agility. Thus the results of this study indicate that the application of talent management will have a positive effect on workforce agility with job satisfaction and employee engagement as mediation.

Keyword: *Talent management, Workforce agility, Job satisfaction, Employee engagement*

