

ABSTRAK

PENGARUH KNOWLEDGE MANAGEMENT, MOTIVASI INTRINSIK, DAN TALENT MANAGEMENT TERHADAP KINERJA KARYAWAN **Studi Pada PT Varda Lumbung Berkat di Bekasi**

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh *knowledge management* terhadap kinerja karyawan, (2) pengaruh motivasi intrinsik terhadap kinerja karyawan, (3) pengaruh *talent management* terhadap kinerja karyawan pada PT Varda Lumbung Berkat di Bekasi. Populasi dalam penelitian ini adalah seluruh karyawan aktif PT Varda Lumbung Berkat di Bekasi yang telah bekerja minimal satu tahun, dengan jumlah sebanyak 72 karyawan. Teknik pengambilan sampel menggunakan metode *sampling* jenuh, sehingga seluruh anggota populasi dijadikan sebagai sampel penelitian. Data diperoleh melalui penyebaran kuesioner mengenai *knowledge management*, motivasi intrinsik, *talent management*, dan kinerja karyawan. Teknik analisis yang digunakan dalam penelitian ini adalah *Partial Least Squares* (PLS) menggunakan aplikasi SmartPLS 4. Hasil penelitian menunjukkan bahwa: (1) *knowledge management* berpengaruh terhadap kinerja karyawan, (2) motivasi intrinsik berpengaruh terhadap kinerja karyawan, (3) *talent management* berpengaruh terhadap kinerja karyawan.

Kata Kunci: *Knowledge Management*, Motivasi Intrinsik, *Talent Management*, Kinerja Karyawan.

ABSTRACT

**THE EFFECT OF KNOWLEDGE MANAGEMENT, INTRINSIC
MOTIVATION, AND TALENT MANAGEMENT ON EMPLOYEE
PERFORMANCE**

Study at PT Varda Lumbung Berkas in Bekasi

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This study aims to examine: (1) the effect of knowledge management on employee performance, (2) the effect of intrinsic motivation on employee performance, and (3) the effect of talent management on employee performance at PT Varda Lumbung Berkas in Bekasi. The population of this study consisted of all active employees of PT Varda Lumbung Berkas in Bekasi who had worked for at least one year, with a total of 72 employees. The study employed the saturated sampling method, in which the entire population was included as the research sample. Data were collected through questionnaires measuring knowledge management, intrinsic motivation, talent management, and employee performance. The analysis technique employed was Partial Least Squares (PLS) using SmartPLS 4 software. The results indicate that: (1) knowledge management has an effect on employee performance, (2) intrinsic motivation has an effect on employee performance, and (3) talent management has an effect on employee performance.

Keywords: Knowledge Management, Intrinsic Motivation, Talent Management, Employee Performance.