

ABSTRAK

Diky Wahyudi Batubara, 71170312133, Pengaruh *Talent Management* dan Gaya Kepemimpinan Terhadap Kinerja Pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara

Rumusan masalah dalam penelitian ini adalah apakah *talent management* berpengaruh terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara, apakah gaya kepemimpinan berpengaruh terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara, apakah *talent management* dan gaya kepemimpinan berpengaruh terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara. Populasi dalam penelitian ini adalah semua pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara berjumlah 64 orang dan semua populasi dijadikan sampel. Pendekatan penelitian ini adalah pendekatan asosiatif dengan jenis data kuantitatif. Metode pengujian menggunakan teknik analisis regresi linier berganda. Berdasarkan hasil pengujian dan analisis menunjukkan bahwa ada pengaruh positif variabel *Talent Managament* terhadap variabel Kinerja. Tidak ada pengaruh positif variabel Gaya Kepemimpinan terhadap variabel Kinerja. *Talent Managament* dan Gaya Kepemimpinan berpengaruh terhadap Kinerja.

Kata Kunci : Talent Management, Gaya Kepemimpinan, Kinerja

ABSTRACT

Diky Wahyudi Batubara, 71170312133, *The Influence of Talent Management and Leadership Style on Employee Performance of the Regional Development Planning Agency of North Sumatra Province*

The formulation of the problem in this study is whether talent management has an effect on the performance of the Regional Development Planning Board of North Sumatra Province, whether the leadership style affects the performance of the employees of the Regional Development Planning Board of North Sumatra Province, whether talent management and leadership style affect the performance of the employees of the Regional Development Planning Agency. North Sumatra Province. The population in this study were all employees of the Regional Development Planning Board of North Sumatra Province totaling 64 people and all populations were sampled. This research approach is an associative approach with quantitative data types. The test method uses multiple linear regression analysis techniques. Based on the results of testing and analysis shows that there is a positive influence on the Talent Management variable on the Performance variable. There is no positive effect of the Leadership Style variable on the Performance variable. Talent Management and Leadership Style affect Performance.

Keywords: Talent Management, Leadership Style, Performance