

ABSTRAK

Zulkifli, 2024. Pengaruh *Empowering Leadership* dan *Talent Management* Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Pelindo Terminal Petikemas New Makassar, dibimbing oleh Ahmad AC dan M. Yusuf Alfian Rendra Anggoro KR.

Penelitian ini bertujuan untuk mengetahui pengaruh *empowering leadership* dan *talent management* terhadap kinerja melalui kepuasan kerja pada PT. Pelindo Terminal Petikemas New Makassar Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi dalam data penelitian ini adalah seluruh karyawan PT. Pelindo Terminal Petikemas New Makassar sebanyak 135 orang. Jumlah sampel yang digunakan sebanyak 101 orang dengan menggunakan metode proporsional *stratified random sampling*.

Berdasarkan hasil penelitian dengan menggunakan program AMOS 24 dapat disimpulkan bahwa *empowering leadership* berpengaruh positif signifikan terhadap kepuasan kerja, *talent management* berpengaruh positif signifikan terhadap kepuasan kerja, *empowering leadership* berpengaruh terhadap kinerja karyawan, *talent management* berpengaruh terhadap kinerja karyawan, *empowering leadership* berpengaruh terhadap kinerja melalui kepuasan kerja, dan *talent management* berpengaruh positif dan signifikan terhadap kinerja melalui kepuasan kerja.

Kata kunci: *Empowering Leadership*, *Talent Management*, Kepuasan, Kinerja

ABSTRACT

Zulkifli, 2024. The Influence of Empowering Leadership and Talent Management on Employees' Performance Through Job Satisfaction as an Intervening Variable at PT. Pelindo New Makassar Container Terminal. Supervised by Ahmad AC and M. Yusuf Alfian Rendra Anggoro KR.

This research aimed to determine the influence of empowering leadership and talent management on employees' performance through job satisfaction at PT. Pelindo Terminal Petikemas New Makassar. The type of research used was quantitative research. The population in this research data were all employees of PT. Pelindo New Makassar Container Terminal as many as 135 persons. The number of samples used were 101 persons using the proportional stratified random sampling method.

Based on the results of research using the AMOS 24 program, it can be concluded that empowering leadership got a significant positive influence on job satisfaction, talent management brought a significant positive influence on job satisfaction, empowering leadership has influence on employees' performance, talent management has influence on employees' performance, empowering leadership brought influence on performance through satisfaction work, and talent management had positive and significant influence on performance through job satisfaction.

Keywords: *Empowering Leadership, Talent Management, Satisfaction, Performance*



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