

Abstract

This research was conducted to determine the effect of Talent Management and Knowledge Management on the Performance of Employees of PT Afiat Cimahi Pharmaceutical Industry. This research was conducted to determine the effect of Talent Management and Knowledge Management on the Performance of Employees of PT Afiat Industri Pharmacy Cimahi. In this research, there is a phenomenon that a company is facing a problem regarding performance degradation. The company suspects that performance degradation is a result of the limited ability of individuals or employees. Other information was obtained that the employer did not conduct a job evaluation so that the company could not assess exactly which employees were performing and which were not performing, this was certainly related to sub-optimal organizational support. Furthermore, information was obtained that at PT Afiat Industri Pharmacy there were often employee turnover or layoffs, so this naturally became a problem for the company.

This research was conducted using quantitative methods. This type of research is descriptive. The sampling technique uses the saturated sampling method because it uses all populations to be respondents as many as 50 employees. Data analysis technique used is descriptive analysis technique and using the test method f . Simultaneous hypothesis testing results with the f test, obtained f_{count} of 46,353 with a significance (p value) of 0,000, then compared with f_{tabel} with a probability of 5%, $df_1 = 1$ and $df_2 = 50-2 = 48$, then the f_{tabel} results obtained for 3,191, due $f_{count} > f_{tabel}$ ($46,353 > 3,191$) and significance ($0,000 < 0,05$), then H_0 is rejected and H_a is accepted, so it can be stated that Talent Management and Knowledge Management together have a significant effect on Employee Performance at PT Afiat Pharmaceutical Industry.

Based on these results, it is suggested that the company PT Afiat Pharmaceutical Industry needs to improve and pay attention to compensation and retention systems in the company. PT The Pharmacy Industry Department needs to increase its knowledge in technology, work procedures, and personal knowledge of employees, and the need for employees to continue to develop themselves in terms of knowledge especially knowledge in the field of work.

In improving performance within employees, it is expected that employees will be involved in activities undertaken by the company, so that it will increase the emotional closeness of employees with the company and will make employees feel valued and get attention from the company so that employees will have a high sense of morale and will have more contribution to the company.

Keywords: *Knowledge management, talent management, employee performance*