

ABSTRACT

Coal mining over the past decade has played a major role in supporting national development. In this study, researchers focused on a company, namely PT. Acid Hill. PT Bukit Asam Tbk (PTBA) still scored a positive performance until December 2020 despite the impact of the Covid-19 pandemic as well as fluctuations and sluggish world coal prices. To be able to face these challenges, PTBA companies need good Human Resources. Therefore, it is important for the company PT. Bukit Asam in this Lampung location, with the aim of being able to maintain work behavior that can encourage better employee performance in the future, by ensuring good talent management and knowledge management.

The purpose of this study was to determine the level of talent management, knowledge management and employee performance at PT. Acid Hill. And this study also aims to determine how much influence talent management and knowledge management have on employee performance at PT. Acid Hill

The research method used in this research is a quantitative method with causal descriptive technique. Data collection techniques used through primary data with questionnaires. The sample taken in this study were 134 employees of PT. Bukit Asam Lampung branch. While the analysis technique used is multiple linear regression analysis.

The results showed that the simultaneous test (F test), Talent Management (X1) and Knowledge Management (X2) variables simultaneously or simultaneously had a significant effect on Employee Performance (Y). It can be seen that, $F_{count} > F_{table}$ ($57,237 > 3,070$) and the significance level is $0.000 < 0.05$. This shows that H_0 is rejected and H_a is accepted. Based on the results of the partial test (T test), the talent management variable (X1) has no significant effect on employee performance (Y), with a $t_{count} < t_{table}$ ($1,527 < 3,070$) and a significance level of $0.129 > 0.05$. While the knowledge management variable (X2) partially has a significant effect on employee performance with a value of $t_{count} > t_{table}$ ($4,568 > 3,070$) and a significance level of $0.000 < 0.05$.

The conclusion in this study shows that the performance of employees of PT. Bukit Asam is only influenced by the knowledge management factor of the employees themselves compared to the talent management owned by the company. Thus, knowledge management activities need to be carried out intensively in order to encourage the performance of employees of PT. Acid Hill.

Keywords: *Mining, Talent Management, Knowledge Management, Employee Performance*