

## ABSTRACT

### ***The Effect of Talent Management and Employee Engagement on Employee Performance at PT ISS Indonesia***

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Company success with today's global competition depends on the competitive advantage achieved by the company. The intended competitive advantage is to create, maintain, and improve high company performance. The company's own performance is inseparable from the role of employees and their resulting performance. Employee performance results can be traced through 2 (two) main factors, namely Talent Management and Employee Engagement. Both factors are thought to have a role that can affect the increase or decrease in employee performance. Therefore, this research aims to determine whether there is an influence of the implementation of talent management and the engagement felt by employees with their work on employee performance at a facility service company, which is PT ISS Indonesia. The research method was conducted quantitatively with data collection techniques through questionnaires that obtained 82 respondents. Data analysis techniques used in this research are Multiple Linear Regression Analysis and T Test with SPSS. The results showed that the practical talent management implemented by the company has a positive and significant influence on employee performance. The engagement felt by employees in their work also has a positive and significant influence on employee performance in the company.

**Keywords:** Talent Management, Employee Engagement, Employee Performance

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