

ABSTRAK

Talent management dikenal sebagai seperangkat praktik yang dirancang organisasi untuk menarik, mengembangkan dan mempertahankan *talent*. Kemampuan organisasi untuk menemukan dan menarik *talent* yang tepat bisa menjadi sumber baru keunggulan kompetitif. *Talent management practice* memastikan bahwa proses *talent management* terlaksana sesuai yang direncanakan.

Pertumbuhan donatur Lembaga Zakat Yatim Mandiri (LZ YM) mengalami penurunan dan menunjukkan capaian target pengembangan yang kurang optimal. *Performance* yang rendah mengindikasikan *engagement* amil yang turun karena kurangnya amil berbakat. Tujuan dari penelitian ini adalah menganalisis pengaruh *talent management practice* terhadap *performance* amil zakat dan peran mediasi dari *employee engagement*.

Penelitian dilakukan dengan memberikan kuesioner pada 84 amil di wilayah Surabaya, Sidoarjo, Gresik, Malang, Mojokerto dan Kediri. Data dinilai dengan skala likert 1-5 dan dianalisis menggunakan metode *Partial Least Square* (PLS) dengan software *SmartPLS versi 3.0* yang diuji dengan *outer* dan *inner* model.

Hasil pengujian memberikan data empirik adanya pengaruh positif dan signifikan *talent management practice* terhadap *employee performance*. *Employee engagement* juga terbukti memediasi hubungan keduanya dengan *partial mediation* dan mampu memberikan pengaruh lebih besar.

Kata Kunci: *Talent Management Practice, Employee Engagement, Employee Performance, Amil Zakat*

ABSTRACT

Talent management is known as a set of practices designed by organizations to attract, develop and retain talent. The ability of organizations to find and attract the right talent can be a new source of competitive advantage. Talent management practices ensure that the talent management process is carried out as planned.

The growth of donors of the Yatim Mandiri Zakat Institute has decreased and shows the achievement of suboptimal development targets. Low performance indicates that amil's engagement is down due to the lack of talented amil. The purpose of this study is to analyze the effect of talent management practice on amil performance and the mediating role of employee engagement.

The study was conducted by giving questionnaires to 84 amil in Surabaya, Sidoarjo, Gresik, Malang, Mojokerto and Kediri. Data were assessed with a Likert scale of 1-5 and analyzed using the Partial Least Square (PLS) method with SmartPLS software version 3.0 which was tested with the outer and inner models.

The test results provide empirical data on the positive and significant influence of talent management practices on employee performance. Employee engagement has also been proven to mediate the relationship between the two with partial mediation and be able to exert greater influence.

Keywords: Talent Management Practices, Employee Engagement, Employee Performance, Amil Zakat