ABSTRACT

***THE EFFECT OF TALLENT MANAGEMENT AND ORGANIZATIONAL
CITIZENSHIP BEHAVIOR (OCB) ON EMPLOYEE PERFORMANCE***
(Survey On Civil Servants in the Archives and Library Service Of Banjar City)

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The aims of this reseach was to determine and analyze the effect of talent management andorganizational citizenship behavior on employee performance of Civil Servants in the Archives and Library Service of Banjar City. The research method used was a survey method, datas are obtained directly through qustionnaires to 30 respondents drawn from Civil Servants in the Archives and Library Service of Banjar City. Sampling using a census and the method of analysis used in this study is path analysis. Based on the results of the research, it is known that talent management is included in the very good classification, organizational citizenship behavior (OCB) is included in very good classification, and the employee performance of Civil Servants in the Archives and Library Service of Banjar City are classified as good. Based on this research, there is an significant effect partially and simultaneously of talent management and organizational citizenship behavior (OCB) on employee performance of Civil Servants in the Archives and Library Service of Banjar City.

Keywords: Talent Management, Organizational Citizenship Behavior (OCB)
and Employee Performance

ABSTRAK

PENGARUH *TALENT MANAGEMENT* DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) TERHADAP KINERRA PEGAWAI
(Survey terhadap PNS di Dinas Kearsipan dan Perpustakaan Kota Banjar)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *talent management* dan *organizational citizenship behavior (OCB)* terhadap kinerja pegawai PNS pada Dinas Kearsipan dan Perpustakaan Kota Banjar. Metode penelitian yang digunakan adalah metode survei, data diperoleh secara langsung melalui kuisioner kepada 30 responden yang diambil dari PNS di Dinas Kearsipan dan Perpustakaan Kota Banjar. Penarikan sampel menggunakan sensus dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur *(path analysis).* Berdasarkan hasil penelitian diketahui bahwa *talent management* termasuk dalam klasifikasi sangat baik, *organizational citizenship behavior* (OCB) termasuk dalam klasifikasi sangat baik, dan kinerja pegawai PNS pada Dinas Kearsipan dan Perpustakaan Kota Banjar tergolong baik. Berdasarkan penelitian ini, terdapat pengaruh yang signifikan secara parsial dan simultan antara *talent management* dan *organizational citizenship behavior* (OCB) terhadap kinerja pegawai PNS pada Dinas Kearsipan dan Perpustakaan Kota Banjar.

Kata Kunci*: Talent Management, Organizational Citizenship Behavior (OCB)* dan kinerja pegawai