

## ABSTRACT

*This study aims to determine and analyze the effect of talent management on employee performance with employee engagement as a mediating variable in employees of PT Indofood CBP Noodle Division Semarang Branch. The population in this study included all permanent employees, with a sample size of 92 respondents.*

*Data collection was carried out through distributing questionnaires to all respondents using the census method. The questionnaire instrument was measured using a five (5) point Likert Scale. Hypothesis testing in this study was carried out using the Structural Equation Modeling (SEM) method with the help of SmartPLS software version 4.1.0.9.*

*Based on the results of statistical analysis, it was found that talent management has a positive and significant effect on employee performance. In addition, employee engagement also proved to be able to mediate the relationship between talent management and employee performance positively and significantly.*

*Keywords: Talent management, employee engagement, employee performance*