

## **ABSTRACT**

*This study aims to determine and analyse the effect of talent management on employee performance with Affective Organisational Commitment as an intervening variable at PT Angkasa Pura Indonesia Semarang City. The population used in this study were all employees who participated in the talent management programme at the company. The number of population and samples used in this study were 80 respondents with the characteristics of permanent employees and employees involved in the company's talent management.*

*Data collection was carried out by distributing questionnaires to samples selected through the sampling method, namely using the census method. Collecting questionnaire samples using a Likert Scale. Five (5) points and hypotheses in the study were tested using the SEM (Structural Equation Modelling) method, a multivariate statistical analysis method with the help of computer software in the form of the SmartPLS program version 4.1.0.9*

*The results of the analysis on statistical tests show that the talent management variable has a positive and significant effect on employee performance. In addition, it is also known that the affective organizational commitment variable can mediate the relationship between talent management and employee performance.*

*Keywords: Talent Management, Employee Performance, Affective Organizational Commitment, Structural Equation Modelling, SmartPLS*