

## ABSTRAK

### **PENGARUH KOMPENSASI, LATAR BELAKANG PENDIDIKAN, WORK FLEXIBLE ARRANGEMENT, DAN TALENT MANAGEMENT TERHADAP KINERJA KARYAWAN BERIJALAN**

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh kompensasi, latar belakang pendidikan, *work flexible arrangement*, dan *talent management* secara simultan terhadap kinerja karyawan Berijalan, (2) Pengaruh kompensasi secara parsial terhadap kinerja karyawan Berijalan, (3) Pengaruh latar belakang pendidikan secara parsial terhadap kinerja karyawan Berijalan, (4) Pengaruh *work flexible arrangement* secara parsial terhadap kinerja karyawan Berijalan, (5) Pengaruh *talent management* secara parsial terhadap kinerja karyawan Berijalan. Data diperoleh melalui kuesioner yang disebarakan dalam bentuk Google formulir. Data yang telah diperoleh dianalisis dengan teknik analisis regresi linier berganda menggunakan SPSS 27. Hasil dari penelitian ini menunjukkan bahwa: (1) Kompensasi, latar belakang pendidikan, *work flexible arrangement*, *talent management* berpengaruh secara simultan atau bersama-sama terhadap kinerja karyawan Berijalan, (2) Kompensasi tidak berpengaruh secara parsial terhadap kinerja karyawan Berijalan, (3) Latar belakang pendidikan tidak berpengaruh secara parsial terhadap kinerja karyawan Berijalan, (4) *Work flexible arrangement* berpengaruh secara parsial terhadap kinerja karyawan Berijalan, (5) *Talent management* berpengaruh secara parsial terhadap kinerja karyawan Berijalan.

Kata kunci: Kompensasi, latar belakang pendidikan, *work flexible arrangement*, *talent management*, kinerja karyawan.

**ABSTRACT**

**THE INFLUENCE OF COMPENSATION, EDUCATIONAL BACKGROUND, FLEXIBLE WORK ARRANGEMENT, AND TALENT MANAGEMENT ON THE PERFORMANCE OF CURRENT EMPLOYEES**

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This research aims to determine: (1) The influence of compensation, educational background, flexible work arrangements, and talent management together or simultaneously on employee performance, (2) The influence of partial compensation on employee performance. 3) The partial influence of educational background on the performance of Berijalan employees, (4) The partial influence of flexible work arrangements on the performance of Berijalan employees, (5) The partial influence of talent management on the performance of Berijalan employees. Data was obtained through a questionnaire distributed in the Google form. The data obtained were analyzed using multiple linear regression analysis techniques using SPSS 27. The results of this research show that: (1) Compensation, educational background, work flexible arrangement, talent management have a simultaneous on employee performance of Berijalan, (2) Compensation has no partial effect on employee performance of Berijalan, (3) Educational background has no partial effect on the performance of Berijalan employees, (4) Work flexible arrangement effect partialy the performance of employees in Berijalan, (5) Talent management effect partialy the performance of Berijalan employees.

Keywords: Compensation, educational background, work flexible arrangement, talent management, employee performance.