

The Influence of Talent Management and Knowledge Management on Employee Performance with Employee Engagement as Intervening Variable (Case Study on Employees of Banten Regional Tax Office).

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- **Abstract:** The purpose of this study is to test the influence of talent. management on employee. performance and employee. engagement; the influence of employee. engagement on employee. performance; as well as the influence of knowledge. management on employee engagement and employee. performance. This study used quantitative approach with causal research design. The sample used was 192 employees at the Banten Regional Tax Office which were selected by using purposive sampling technique. The data for the study were obtained from questionnaires and then analyzed using Structural Equation Modelling (SEM) technique. The results of the study showed that: (1) Talent management significantly influenced employee performance, with the most dominant indicator was condition where employees were given the opportunity to develop a career in the agency, (2) Talent management significantly influenced employee engagement, with the dominant indicator was condition where employees were given the opportunity to develop a career in the agency, (3) Employee engagement significantly influenced employee performance, with dominant indicator was the condition where employees were not easily discouraged and employees felt enthusiastic when working, (4) Knowledge management significantly influenced employee engagement, with the dominant indicators was the availability of internet access which facilitated them to search for information, and (5) Knowledge management significantly influenced employee performance, with the dominant indicator was the availability of internet access which facilitated them to search for information.
- **Keywords:** Engagement, Banten Regional Tax Office, SEM, Talent management, Enthusiastic, Dominant.