

## **ABSTRAK**

### **PENGARUH MANAJEMEN TALENTA DAN KECERDASAN SPIRITUAL TERHADAP KINERJA PEGAWAI DI KANTOR WILAYAH DIREKTORAT JENDERAL BEA DAN CUKAI SUMATERA BAGIAN BARAT**

**Oleh**

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Penelitian ini bertujuan untuk mendeskripsikan pengaruh manajemen talenta dan kecerdasan spiritual terhadap kinerja pegawai dalam bekerja di Kantor Wilayah Direktorat Jenderal Bea dan Cukai Sumatera Bagian Barat. Penelitian ini dilakukan di lingkungan alamiah (*natural setting*) yakni langsung pada responden yang bekerja di Kantor Wilayah Direktorat Jenderal Bea dan Cukai Sumatera Bagian Barat. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah sampling jenuh yang termasuk dalam *non probability sampling* berjumlah 44 orang. Sumber data dalam penelitian ini berupa data primer yaitu hasil dari pengisian kuesioner oleh responden melalui *google form*. Berdasarkan hasil analisis penelitian, menunjukkan bahwa manajemen talenta berpengaruh signifikan terhadap kinerja pegawai di Kanwil DJBC Sumatera Bagian Barat, kecerdasan spiritual berpengaruh signifikan terhadap kinerja pegawai di Kanwil DJBC Sumatera Bagian Barat, serta manajemen talenta dan kecerdasan spiritual secara simultan berpengaruh signifikan terhadap kinerja pegawai di Kanwil DJBC Sumatera Bagian Barat.

Kata kunci: Manajemen Talenta, Kecerdasan Spiritual, Kinerja Pegawai.

## **ABSTRACT**

### **THE INFLUENCE OF TALENT MANAGEMENT AND SPIRITUAL QUOTIENT ON EMPLOYEE PERFORMANCE AT CUSTOMS AND EXCISE REGIONAL OFFICE WEST SUMATERA**

**By**

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This research aims to describe the influence of talent management and spiritual quotient on employee performance at work at Customs and Excise Regional Office West Sumatera. This research was conducted in a natural setting, namely directly with respondents who work at Customs and Excise Regional Office West Sumatera. The sampling technique used in this research is saturated sampling which is included in non-probability sampling, totaling 44 people. The data source in this research is primary data, namely the results of filling out questionnaires by respondents via Google Form. Based on the results of the analysis, talent management has a significant effect on employee performance at Customs and Excise Regional Office West Sumatera, spiritual quotient also has a significant effect on employee performance at Customs and Excise Regional Office West Sumatera. So that talent management and spiritual quotient simultaneously have a significant effect on employee performance at Customs and Excise Regional Office West Sumatera.

Keywords: Talent Management, Spiritual Quotient, Employee Performance.