1. **Uji Validitas (Validitas Konvergen)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Talent Management (X1) | Knowledge Management (X2) | Kepuasan Kerja (X3) | Kinerja Pegawai (Y) | Keterangan |
| ﻿X1\_1 | 0.797 |  |  |  | Valid |
| X1\_2 | 0.839 |  |  |  | Valid |
| X1\_3 | 0.804 |  |  |  | Valid |
| X1\_4 | 0.820 |  |  |  | Valid |
| X2\_1 |  | 0.846 |  |  | Valid |
| X2\_2 |  | 0.841 |  |  | Valid |
| X2\_3 |  | 0.823 |  |  | Valid |
| X3\_1 |  |  | 0.868 |  | Valid |
| X3\_2 |  |  | 0.825 |  | Valid |
| X3\_3 |  |  | 0.811 |  | Valid |
| X3\_4 |  |  | 0.806 |  | Valid |
| X3\_5 |  |  | 0.853 |  | Valid |
| Y\_1 |  |  |  | 0.835 | Valid |
| Y\_2 |  |  |  | 0.916 | Valid |
| Y\_3 |  |  |  | 0.810 | Valid |
| Y\_4 |  |  |  | 0.794 | Valid |

**Tabel 1. Nilai Validitas Konvergen**

|  |  |
| --- | --- |
| Variabel | *Average Variance Extracted* |
| Talent Management (X1) | 0.665 |
| Knowledge Management (X2 | 0.700 |
| Kepuasan Kerja (X3) | 0.694 |
| Kinerja Pegawai (Y) | 0.706 |

**Tabel 2. *Average Variance Extracted* (AVE)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Kepuasan Kerja (X3) | Kinerja Pegawai (Y) | Knowledge Management (X2) | Talent Management (X1) |
| Kepuasan Kerja (X3) | **0.833** |  |  |  |
| Kinerja Pegawai (Y) | 0.497 | **0.840** |  |  |
| Knowledge Management (X2) | 0.420 | 0.482 | **0.837** |  |
| Talent Management (X1) | 0.490 | 0.455 | 0.361 | **0.815** |

**Tabel 3. Uji Validitas Diskriminan (*Fornell Lacker Criterion*)**

1. **Uji Reliabilitas**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Cronbach's Alpha | Composite Reliability | Keterangan |
| Talent Management (X1) | 0.833 | 0.888 | Reliable |
| Knowledge Management (X2) | 0.787 | 0.875 | Reliable |
| Kepuasan Kerja (X3) | 0.891 | 0.919 | Reliable |
| Kinerja Pegawai (Y) | 0.861 | 0.905 | Reliable |

**Tabel 4. Nilai *Cronbach’s Alpha* dan *Composite Reliability***

**Tabel 5. Uji R-*Square* (Hasil Pengujian *Goodness of Fit*)**

|  |  |  |
| --- | --- | --- |
|  | R Square | R Square Adjusted |
| Kinerja Pegawai (Y) | **0.373** | **0.356** |

1. **Hasil Pengujian Hipotesis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics (|O/STDEV|) | P Values | Hipotesis |
| Talent Management (X1) -> Kinerja Pegawai (Y) | 0.218 | 0.227 | 0.094 | 2.317 | **0.021** | **Diterima** |
| Knowledge Management (X2) -> Kinerja Pegawai (Y) | 0.291 | 0.294 | 0.092 | 3.157 | **0.002** | **Diterima** |
| Kepuasan Kerja (X3) -> Kinerja Pegawai (Y) | 0.268 | 0.268 | 0.092 | 2.921 | **0.004** | **Diterima** |

**Tabel 6. *Path Coefficient* dan Uji T**