

THE EFFECT OF ORGANIZATIONAL COMMITMENT AND TALENT MANAGEMENT ON TEACHER PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE AT SMKN 1 MERANTI

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ABSTRACT

This study aims to he effect of organizational commitment and talent management on teacher performance through motivation as an intervening variable at smkn 1 meranti. This study uses a quantitative approach with the Partial Least Square analysis method to test the relationship between variables. Secondary data used were obtained from questionnaires, with samples selected using the Structural Equation Modeling technique. The results of the study indicate that job security and organizational commitment have a positive effect on turnover intention and its impact on the performance of outsourcing employees.

Keywords : *Job security, Orgnaizational commitment, Turnover Intention, Employee performance, Outsourcing.*