

ABSTRAK

PENGARUH PRAKTIK MANAJEMEN SDM PERSEPSIAN TERHADAP PERILAKU KEWARGAAN ORGANISASIONAL DAN PERILAKU KERJA INOVATIF DENGAN KETERIKATAN KERJA SEBAGAI VARIABEL PEMEDIASI: STUDI PADA PT. BANK RAKYAT INDONESIA (PERSERO) TBK.

Isahdi Askandar
17/417461/PEK/23024

Dalam rangka pencapaian visi pengelolaan sumber daya manusia (SDM) perusahaan, perlu adanya inisiatif untuk mengevaluasi bagaimana praktik manajemen SDM yang dilakukan selama ini dipersepsikan oleh karyawan, serta bagaimana persepsi tersebut dapat memicu perilaku individual karyawan yang diinginkan muncul oleh perusahaan.

Penelitian ini bersifat kuantitatif, yang bertujuan untuk mengetahui pengaruh praktik manajemen SDM persepsian terhadap perilaku kewargaan organisasional dan perilaku kerja inovatif, dengan keterikatan kerja sebagai variabel pemediasi. Data yang berasal dari 5.138 respon kuesioner *online* dianalisis dengan Teknik *Structural Equation Modelling* (SEM).

Berdasarkan hasil analisis data, diketahui bahwa praktik manajemen SDM persepsian memiliki pengaruh yang positif dan signifikan terhadap perilaku kewargaan organisasional dan juga terhadap perilaku kerja inovatif. Di samping itu, penelitian ini juga menemukan bahwa keterikatan kerja memediasi pengaruh praktik manajemen SDM persepsian terhadap perilaku kewargaan organisasional dan perilaku kerja inovatif.

Kata kunci: Praktik Manajemen SDM Persepsian, Perilaku Kewargaan Organisasional, Perilaku Kerja Inovatif, Keterikatan Kerja, Structural Equation Modelling (SEM).

ABSTRACT

THE EFFECTS OF PERCEIVED HR MANAGEMENT PRACTICES ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND INNOVATIVE WORK BEHAVIOR WITH WORK ENGAGEMENT AS MEDIATOR: STUDY IN PT. BANK RAKYAT INDONESIA (PERSERO) TBK.

Isahdi Askandar
17/417461/PEK/23024

In order to achieve strategic vision related to human resource management in the company, there are needs to for organization to evaluate how HR practices that implemented in the organization, perceived by the employees. In addition to that, organization also needs to understand how that positive perception of HR practices could trigger desired positive behavior form the employees.

This is a quantitative study, which has purpose to identify the effects of perceived HR management practices on organizational citizenship behavior (OCB) and innovative work behavior. Furthermore, this study also has objective to identify mediating role from work engagement. Data used in this study derived from 5.138 online questionnaire responses and analyzed with structural equation modelling (SEM) method.

Based on data analysis process, this study found that perceived HRM practices have a positive and significant impact on OCB and innovative work behavior. Besidens that, this study also found that work engagement has mediating role on relationship between HR management practices with two others dependent variable, which is OCB and innovative work behavior.

Keywords: Perceived HR Management Practices, Organizational Citizenship Behavior (OCB), Innovative Work Behavior, Work Engagement, Structural Equation Modelling (SEM).