

Pengaruh organizational learning culture terhadap kinerja karyawan dengan employee engagement sebagai variabel mediasi studi pada detmold group = The effect of organizational learning culture towards permanent employees performance with employee engagement as intervening variable case study in detmold group

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh organizational learning culture terhadap kinerja karyawan tetap dengan employee engagement sebagai variabel mediasi pada Detmold Group. Peneliti menggunakan organizational learning culture sebagai variabel independen, kinerja karyawan sebagai variabel dependen dan employee engagement sebagai variabel mediasi. Pada penelitian ini peneliti menggunakan teori organizational learning culture dari Watkins dan Marsick, teori employee engagement dari Hewitt dan pengukuran kinerja karyawan berdasarkan indikator penilaian kinerja yang dimiliki oleh Detmold Group. Penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data menggunakan metode survei. Instrumen penelitian ini menggunakan kuesioner. Jumlah sampel dalam penelitian ini yaitu 115 karyawan tetap Detmold Group dengan menggunakan total sampling, dengan tingkat responsi 85%. Teknik analisis Partial Least Square dengan bantuan perangkat lunak SmartPLS v.3. Hasil penelitian ini memperlihatkan bahwa organizational learning culture berpengaruh terhadap employee engagement dan kinerja karyawan secara signifikan. Employee engagement sebagai variabel mediasi dari organizational learning culture juga berpengaruh secara signifikan terhadap kinerja karyawan.

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ABSTRACT

The purpose of this research is to examines the effect of organizational learning culture on employee performance with employee engagement as intervening variable case study in Detmold Group. This research used organizational learning culture as independent variable, employee performance as dependent variable and engagement as intervening variable. This research applied the theory of organizational learning culture by Watkins and Marsick, employee engagement theory by Hewitt and Employee performance measurement by Detmold Group measurement tools. This research used quantitative approach to gather the data by utilizes a survey method. This research distributed self administrated to 115 respondents. The respondents were permanent employee in head office. Data were analyzed with Partial Least Square by using SmartPLS v.3. The result shows that organizational learning culture has a significant effect on employee engagement and employee performance, meanwhile employee engagement as intervening variable from organizational learning culture has a significant effect on employee performance.