

Analisis pengaruh karakteristik pekerjaan, hubungan atasan dan bawahan, praktik pengelolaan SDM dan karakteristik individu terhadap employee engagement: studi empiris pada Sekretariat Jenderal-Kementerian Keuangan = Influence analysis of job characteristic, human resources management practices, leader-member exchange, and individual characteristic to employee engagement case: Secretariat General-Ministry of Finance

Rudy Yuliyanto Kurniawan, author

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Abstrak

Employee engagement adalah konsep yang relatif baru dan populer dalam pengembangan sumber daya manusia. Pegawai yang terlibat akan bekerja keras dengan pikiran positif, menyelesaikan pekerjaan mereka lebih cepat daripada yang lain, maka itu juga telah dipercaya berdampak pada retensi pegawai, produktivitas, profitabilitas, loyalitas, dan keselamatan. Pada 2015-2018, database kinerja pegawai menunjukkan bahwa ada pegawai Kementerian Keuangan Republik Indonesia memiliki kinerja buruk dan buruk. Selanjutnya, peneliti mengidentifikasi pendekatan yang dianggap mempengaruhi employee engagement, ada karakteristik pekerjaan, praktik pengelolaan SDM, hubungan antara atasan dan bawahan, dan karakteristik individu. Penelitian ini akan menguji employee engagement di Sekretariat Jenderal-Kementerian Keuangan Republik Indonesia yang telah bekerja minimal 1 tahun. Penelitian ini akan menerapkan non probability sampling untuk 365 pegawai yang mewakili 2,660 populasi yang memenuhi kriteria. Kemudian, penelitian ini menggunakan metode analisis regresi berganda statistik untuk menanggapi tujuan penelitian. Tujuan dari penelitian ini adalah untuk memahami fenomena yang terjadi di organisasi-organisasi ini dan membantu memberikan referensi bagi organisasi dalam merancang strategi untuk meningkatkan employee engagement. Studi sebelumnya menunjukkan bahwa karakteristik pekerjaan, praktik pengelolaan SDM, hubungan antara atasan dan bawahan, dan karakteristik individu terbukti memiliki pengaruh yang signifikan terhadap employee engagement.

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Employee engagement is a relatively new concept and popular in human resource development. Employees who are engage will work hard with positive thoughts, accomplishing their work faster than others, then it also has been trusted impact to employee retention, productivity, profitability, loyalty, and safety. In the 2015-2018, employee performance database indicated that there were employees of the Ministry of Finance Republic of Indonesia had poor and bad performance. Furthermore, the researcher identified approaches that were considered to affect employee engagement, there are job characteristics, HR management practices, relationships between leader and member, and individual characteristics. This study will examine employee engagement in Secretariat General-Ministry of Finance Republic of Indonesia who have worked for at least 1 year. This research would apply non probability sampling to 365 employee representing 2.660 population that meet the criteria. Then, this study uses statistical multiple regression analysis methods to respond of research objectives. The purpose of this study is to understand the phenomena that occur in these organizations and help provide references for organizations in designing strategies to increase employee engagement. The previous study showed that job characteristics, HR management practices, relationships

between leader and member, and individual characteristics proved to have a significant affect on employee engagement.