

**Pengaruh Praktik Manajemen Sumber Daya Manusia terhadap Peningkatan Kinerja Individu Aparatur Sipil Negara melalui Mediasi Komitmen Afektif, Motivasi Pelayanan Publik, dan Perilaku Inovatif (Studi Kasus di Badan Pengawas Obat dan Makanan) = The Effect of HRM Practices on Improving Individual Performance of State Civil Apparatus through Mediation of Affective Commitment, Public Service Motivation, and Innovative Behavior (Case Study at the National Agency of Drug and Foo**

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**Abstrak**

Penelitian ini bertujuan untuk menguji pengaruh praktik manajemen sumber daya manusia (praktik SDM komitmen tinggi) terhadap kinerja individu Aparatur Sipil Negara (ASN) melalui variabel mediasi komitmen afektif, motivasi pelayanan publik, dan perilaku inovatif dalam konteks penyederhanaan birokrasi dan perubahan sistem kerja ASN akibat pandemi Covid-19 di Badan Pengawas Obat dan Makanan (BPOM). Dengan menganalisis data kuesioner dari 182 responden ASN BPOM melalui model persamaan struktural (SEM) menggunakan aplikasi LISREL 8.51 full version, penelitian ini menemukan pengaruh positif dari praktik SDM komitmen tinggi terhadap komitmen afektif, perilaku inovatif, dan kinerja pegawai yang dimediasi oleh motivasi pelayanan publik. Namun, penelitian ini juga menemukan bahwa komitmen afektif tidak berpengaruh terhadap perilaku inovatif dan kinerja pegawai, sehingga komitmen afektif tidak memediasi hubungan antara praktik SDM komitmen tinggi dengan perilaku inovatif dan kinerja pegawai. Selain itu, hasil penelitian juga menunjukkan bahwa perilaku inovatif berpengaruh positif terhadap kinerja pegawai.

.....This study aims to examine the effect of human resource management practices (high commitment HR practices) on the individual performance of the State Civil Apparatus (ASN) through the mediating variables of affective commitment, public service motivation, and innovative behavior in the context of bureaucratic simplification and changes in the ASN work system due to the Covid-19 pandemic at the National Agency of Drug and Food Control (BPOM). By analyzing questionnaire data from 182 ASN respondents through a structural equation model (SEM) using the full version LISREL 8.51 application, this study found a positive effect of high-commitment HR practices on affective commitment, innovative behavior, and employee performance mediated by public service motivation. However, this study also found that affective commitment had no effect on innovative behavior and employees' performance so that affective commitment did not mediate the relationship between high-commitment HR practices and innovative behavior and employee performance. In addition, the results of the study also show that innovative behavior has a positive effect on employee performance.