

Analisis pengaruh peran strategis dari bagian sumberdaya manusia terhadap persepsi investasi pengembangan pegawai : studi kasus PT. X = The influence of strategic human resource role on perceived investment in employees development : case study in PT. X / Ricky Lukman

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Abstrak

**ABSTRAK**

Tesis ini membahas mengenai pengaruh peran strategis dari bagian sumberdaya manusia terhadap persepsi investasi pengembangan pegawai PT.X. Penelitian ini melakukan studi pengaruh sub variabel peran bagian sumberdaya manusia (HR role) merujuk pada HR Champion karangan dari Dave Ulrich yang menjabarkan peran bagian sumberdaya manusia terdiri dari 4 sub variabel yaitu : strategic partner, administrative expert, employee champion dan change agent terhadap variabel perceived investment in employees' development dari Lee & Brufold (2003) .Pengumpulan data menggunakan kuesioner yang diberikan kepada Karyawan PT X pada level Manajer. Analisis data menggunakan bantuan toolSPSS –regresi berganda (multiple regression). Hasil dari penelitian ini menunjukkan bahwa dari keempat sub variabel peran dari bagian sumberdaya manusia, dari keempat peran terdapat satu yang memiliki pengaruh yang paling signifikan terhadap perceived investment in employees' development. Peran sebagai strategic partner,administrative expert, employee champion dan change agent memiliki pengaruh sebesar 53.4% terhadap perceived investment in employees' development. Sedangkan sebesar 46.6% dipengaruhi oleh variabel lain diluar model penelitian ini.

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**ABSTRACT**

The focus of the thesis is about the influence of strategic human resource role on perceived investment in employees' development in PT. X. This study investigated how each sub variables of human resource role (strategic partner, administrative expert, employee champion and change agent) has influenced variabes of perceived investmen in employees' development. Data was collected using questionnaires given to the employees at manager level in PT.X. Data was analyzed using SPSS– multiple regression. The results of this study indicate that from the all sub variables of human resource role, from all the role there is one role that have most significant influence on perceived investment in employees' development. Role as a strategic partner, administrative expert, employee champion and change agent have influence 53.4% on perceived investmen in employees' development. And about 46.6% was influence by other variables outside this research model.