

Analisis pengaruh praktik sumber daya manusia terhadap dimensi job embeddedness di PT XYZ = Analysis of the influence of human resources practices on dimension of job embeddedness in PT XYZ

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Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh praktik sumber daya manusia terhadap dimensi job embeddedness. Penelitian ini menggunakan alat ukur praktik sumber daya manusia yang dikembangkan Delery & Doty (1996 dalam Huff, 2007) untuk mengukur pengembangan karir, pelatihan, kompensasi, keamanan kerja dan penilaian kinerja, sementara variabel job embeddedness diukur menggunakan Job Embeddedness Scale yang dikembangkan oleh Mitchell (2001). Hasil penelitian menunjukkan bahwa praktik sumber daya manusia terbukti secara signifikan memiliki pengaruh positif terhadap dimensi fit dan sacrifice dari job embeddedness, sedangkan praktik sumber daya manusia tidak memiliki pengaruh secara signifikan terhadap dimensi link dari job embeddedness. Hal ini menunjukkan bahwa semakin baik praktik sumber daya manusia yang diterapkan maka karyawan akan merasakan dirinya memiliki kecocokan dan kenyamanan dalam bekerja di perusahaan. Selain itu juga karyawan akan merasakan semakin banyak hal yang dirasa akan dikorbankan apabila keluar dari perusahaan.

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ABSTRACT

This study aims to analyze the influence of human resources practices on dimensions of job embeddedness. This study used Human Resources Practices Test which was developed by Delery & Doty (1996 in Huff, 2007) to measure career development, training, compensation, job security and performance appraisal, and Job Embeddedness Scale which was developed by Mitchell (2001). The result of this study showed that human resources practices have significant positive influence on job embeddedness, specifically fit and sacrifice, meanwhile, human resources practices do not have significant influence on link dimension of job embeddedness. The findings show that good implementation of human resources practices will make employee more compatible and comfort with organization. Moreover, employee will also feel greater losses if leaving the organization.;This study aims to analyze the influence of human resources practices on dimensions of job embeddedness. This study used Human Resources Practices Test which was developed by Delery & Doty (1996 in Huff, 2007) to measure career development, training, compensation, job security and performance appraisal, and Job Embeddedness Scale which was developed by Mitchell (2001).

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