

Analisis pengaruh high performance work practices terhadap job performance dan organizational citizenship behavior dengan mediasi oleh work engagement: studi kasus PT. Pertamina Gas = Analysis the influence of high performance work practices towards job performance and organizational citizenship behavior mediated by work engagement: case study PT. Pertamina Gas

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Abstrak

High performance work practices merupakan salah satu alat yang digunakan oleh perusahaan untuk meningkatkan output karyawan yang terbagi menjadi dimensi training, reward dan empowerment. Penelitian ini bertujuan melihat pengaruh high performance work practice terhadap job performance dan organizational citizenship behavior dengan work engagement sebagai mediasi. Penelitian ini melibatkan 123 karyawan PT Pertamina Gas yang berstatus karyawan tetap. Hasil pengolahan data dengan menggunakan Path Analysis pada LISREL menunjukkan bahwa work engagement memediasi secara penuh pengaruh antara high performance work practices terhadap job performance dan organizational citizenship behavior.

.....High performance work practices is one of the tools used by a company to increasing employees' output that is divided into dimensions training, rewards and empowerment. This study aims to identify the effects of high performance work practice to job performance and organizational citizenship behavior with work engagement as mediation. This research involved 123 permanent workers at PT Pertamina Gas. The results of data processing by path analysis on LISREL showed that work engagement acts as full mediator of the effect of high performance work practices on job performance and organizational citizenship behavior.