

Peran employee well-being dalam memediasi pengaruh praktik SDM dan karakteristik pekerjaan terhadap kinerja karyawan pada PT. ABC = The role of employee well-being in mediating the effects of HR practices and job characteristics on job performance in PT. ABC / Arief Trianto

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Abstrak

Sumber Daya Manusia (SDM) merupakan salah satu sumber keunggulan kompetitif yang utama bagi perusahaan karena memiliki pengetahuan dan kompleksitas yang sulit ditiru oleh pesaing. Praktik SDM sangat berkaitan erat dengan kinerja perusahaan.

Penelitian ini membahas mengenai bagaimana hubungan antara praktik SDM dan karakteristik pekerjaan terhadap kinerja karyawan yang dimediasi oleh employee well-being pada PT. ABC. PT. ABC merupakan sebuah perusahaan yang bergerak di bidang sub kontraktor di bidang telekomunikasi di Indonesia. Penelitian ini memasukkan komponen health-related well-being pada employee well-being di samping komponen psychological well-being.

Penelitian ini menggunakan kuesioner sebagai metode pengumpulan data dengan responden pegawai di bidang operasional baik di kantor pusat maupun yang tersebar di 11 cabang. Analisis data menggunakan Structural Equation Modeling (SEM).

Hasil penelitian ini menunjukkan bila praktik SDM terbukti berpengaruh secara positif terhadap kinerja sedangkan karakteristik pekerjaan tidak terbukti berpengaruh positif terhadap kinerja karyawan. Praktik SDM maupun karakteristik pekerjaan sama-sama tidak terbukti berpengaruh signifikan terhadap employee well-being. Sementara Employee well-being juga tidak terbukti berpengaruh positif terhadap kinerja karyawan. Hasil penelitian ini menekankan pentingnya praktik SDM dalam meningkatkan kinerja karyawan.Human Resources (HR) is one of the main competitive advantages for companies because they have the knowledge and complexity that is difficult to imitate by competitors. HR practice is closely related to the company's performance.

This study discusses how the relationship between HR Practice and Job Characteristics on Employee Performance that is mediated by Employee Well-Being in PT. ABC. PT. ABC is a company in telecommunication industry that is in the construction of infrastructure and facilities for telecommunications in Indonesia. This research includes the health-related well-being component in variable employee well-being in addition to the psychological well-being component.

This study uses a questionnaire as data collection method with respondents in the operational/project fields in headquarter and 11 branches. Data analysis uses Structural Equation Modeling (SEM).

The results indicated that HR Practice has a positive effect on Job Performance while Job Characteristics does not have effect on Job Performance. Both HR practices and Job Characteristics didn't have a significant effect on Employee Well-Being. While Employee Well-Being also didn't have a significant effect on Job Performance. The results of this study emphasize the importance of HR practices in improving employee performance.