

# Pengaruh human resource practices terhadap employee performance dengan employee well being dan job embeddedness sebagai variabel mediasi pada karyawan tetap The Jakarta Post = The effects of human resource practices on employee performance with employee well being and job embeddedness as a mediating variable on permanent employees of The Jakarta Post.

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## Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh human resource practices terhadap employee performance dengan employee well being dan job embeddedness sebagai variabel mediasi pada karyawan tetap The Jakarta Post. Penelitian ini mengambil studi pada perusahaan The Jakarta Post dengan karyawan tetapnya yang menjadi objek penelitian. Penelitian ini menggunakan teori human resource practices, employee performance, employee well being, dan job embeddedness untuk merumuskan dan mengkaji permasalahan. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah penelitian kuantitatif dengan metode survei kuesioner menggunakan total sampling terhadap karyawan tetap The Jakarta Post dengan jumlah responden sebanyak 130 responden. Penelitian ini menggunakan analisis Partial Least Square - Structural Equation Modelling (PLS - SEM) untuk menguji hipotesis. Hasil penelitian menunjukkan bahwa terdapat pengaruh human resource practices terhadap employee performance, terdapat pengaruh human resource practices terhadap employee performance dengan employee well being sebagai variabel mediasi, dan terdapat pengaruh human resource practices terhadap employee performance dengan job embeddedness sebagai variabel mediasi.

.....This study aims to analyze the effect of human resource practices on employee performance with employee well being and job embeddedness as mediating variables for permanent employees of The Jakarta Post. This study took a study at the company The Jakarta Post with its permanent employees as the object of research. This study uses the theory of human resource practice, employee performance, employee well being, and job embeddedness to formulate and examine problems. The data technique used in this research is quantitative research with a questionnaire survey method using total sampling of permanent employees of The Jakarta Post with a total of 130 respondents. This study uses Partial Least Square - Structural Equation Modeling (PLS - SEM) analysis to test the hypothesis. The results showed that there was an influence of human resource practices on employee performance, there was an effect of human resource practices on employee performance with employee well being as a mediating variable, and there was an influence of human resource practices on employee performance with job embeddedness as a mediating variable.