

“Pengaruh kepuasan pelatihan, kepuasan penilaian kinerja, dan kepuasan gaji terhadap perilaku kerja inovatif pada perusahaan umum BULOG dengan keterikatan kerja sebagai variabel mediasi”. = “The Effect of training satisfaction, performance appraisal satisfaction, and pay satisfaction on innovative work behavior at BULOG company through work engagement as mediation variable”

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh employee satisfaction with HRM practice, yang terdiri dari training satisfaction, performance appraisal satisfaction, dan pay satisfaction terhadap innovative work behavior dengan work engagement sebagai variabel mediasi. Penelitian ini merupakan penelitian kuantitatif dengan metode survei menggunakan instrumen kuesioner yang disebarakan melalui gform. Pertanyaan dalam kuesioner berjumlah 38 butir pertanyaan dengan Likert 6 point scale. Jumlah sampel dalam penelitian ini adalah 102 sampel yang terdiri dari karyawan tetap Perum BULOG yang telah merasakan adanya Praktik Manajemen Sumber Daya Manusia, diantaranya pelatihan, penilaian kinerja, dan pembayaran Take Home Pay. Analisis penelitian menggunakan analisis statistik deskriptif, uji outer model, dan uji inner model pada analisis PLS-SEM. Hasil penelitian ini menunjukkan bahwa training satisfaction, performance appraisal satisfaction, dan pay satisfaction berpengaruh secara signifikan terhadap work engagement. Kemudian, work engagement berpengaruh secara signifikan terhadap innovative work behavior dan memediasi pengaruh antara performance appraisal satisfaction terhadap innovative work behavior. Akan tetapi, tidak memediasi pengaruh training satisfaction dan pay satisfaction terhadap innovative work behavior.

.....The purpose of this study is to analyze the effect of employee satisfaction with HRM practice that consists of training satisfaction, performance appraisal satisfaction, and pay satisfaction to innovative work behavior through work engagement as mediation variable. This study uses a quantitative approach through survey method by giving gform. There are 38 questions in the questionnaire with a Likert 6 point scale. The number of sample in this study were 102 samples, consisting of permanent employees of Perum BULOG who had experienced Human Resource Management Practices, including training, performance appraisal, and Take Home Pay payments. The study analysis used descriptive statistical analysis, outer model test, and inner model test in the PLS-SEM analysis. The result of this study indicate that training satisfaction, performance appraisal satisfaction, and pay satisfaction have a significant effect on work engagement. Then, work engagement has a significant effect on innovative work behavior and mediates the effect of performance appraisal satisfaction on innovative work behavior. However, it doesn't mediate the effect of training satisfaction and pay satisfaction on innovative work behavior.