

Pengaruh peran manajemen sumber daya manusia terhadap kinerja perusahaan: persepsi manajer menengah BUMN

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Abstrak

The change and increasingly complex business environment has forced many companies to make radical organizational transformation. Facing with this new challenge, the organization should develop their competitive advantage on the resource. This research analyzes the impact of the human resource roles to organizational performance. The items that are going to be tested in this study are do the execution of strategic partner, administrative expert, employee champion and change agent roles have impact on the state owned companies performance in Indonesia? In this research, the population are state owned companies in Indonesia. Samples are gathered by using purposive sampling method with the response rate of 41,88%. The data is collected by distributing to the human resource manager of middle level management. One questionnaire is sent to one company by mail. Each questionnaire consists of 40 questions developed by Conner and Ulrich (1996) to measure four types of human resource roles, and 11 questions developed by the research team of national organizational survey to measure organizational performance (Delaney & Huselid, 1996). Variables are measured using scales such as Likert, using five scales (1 = very low, 2 = low, 3 = fair, 4 = high, 5 = very high). In this research use multilinear regression analysis respectively. The result shows that human resource roles as strategic partner, administrative expert, and change agent have impact on organizational performance significantly. Then the human resource roles as employee champion has not impact on organizational performance.