

**ANALISIS PENGARUH *HUMAN RESOURCE PRACTICES*  
DAN *ORGANIZATIONAL COMMITMENT* TERHADAP  
*EMPLOYEE ENGAGEMENT*  
(Studi pada PT Indonesia Power UPJP Kamojang)**

**TESIS**

Diajukan untuk memenuhi sebagian syarat memperoleh gelar Magister  
Manajemen pada Program Studi Manajemen  
Sekolah Pascasarjana,  
Universitas Pendidikan Indonesia



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2020**

**Analisis Pengaruh *Human Resource Practices* dan *Organizational Commitment* terhadap *Employee Engagement***  
**(Studi pada PT Indonesia Power UPJP Kamojang)**

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S.Pd. UPI Bandung, 2017

Sebuah Tesis yang diajukan untuk memenuhi salah satu syarat memperoleh gelar  
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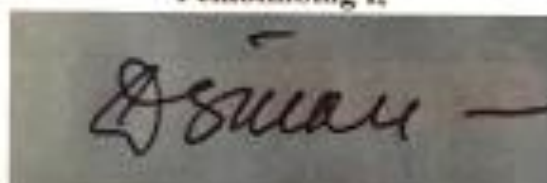
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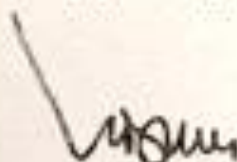
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## ABSTRAK

### ANALISIS PENGARUH *HUMAN RESOURCE PRACTICES* DAN *ORGANIZATIONAL COMMITMENT* TERHADAP *EMPLOYEE ENGAGEMENT*

(Studi pada PT Indonesia Power UPJP Kamojang)

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**Prof. Dr. H. Disman, M.S. dan Dr. Budi Santoso, M.Si.**

Penelitian ini dilakukan di PT Indonesia Power UPJP Kamojang. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya *employee engagement*. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi *employee engagement*. *Human resource practices* dan *organizational commitment* merupakan faktor yang diduga memiliki pengaruh terhadap *employee engagement* karyawan. Oleh karena itu, penelitian ini mengkaji tiga variabel yaitu *human resource practices*, *organizational commitment*, dan *employee engagement*.

Penelitian ini menggunakan metode survey. Teknik pengumpulan data menggunakan kuesioner. Responden adalah karyawan PT Indonesia Power UPJP Kamojang sebanyak 205 orang. Teknik analisis data menggunakan analisis *Structural Equation Modelling* (SEM) dengan aplikasi pengolah *Lisrel*.

Hasil analisis data menunjukkan bahwa *human resource practices* berada pada kategori efektif, *organizational commitment* berada pada kategori tinggi, dan *employee engagement* berada pada kategori tinggi. Berdasarkan hasil analisis SEM, diperoleh hasil bahwa *human resource practices* dan *organizational commitment* memiliki pengaruh yang signifikan terhadap *employee engagement*.

**Kata Kunci:** *human resource practices, organizational commitment, employee engagement*

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## ABSTRACT

### ***ANALYSIS THE INFLUENCE OF HUMAN RESOURCE PRACTICES AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE ENGAGEMENT***

***(Study at PT Indonesia Power UPJP Kamojang)***

By:

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*This thesis is guided by:*

**Prof. Dr. H. Disman, M.S. dan Dr. Budi Santoso, M.Si.**

*This research was conducted at PT Indonesia Power UPJP Kamojang. The issue became a study in this research is having not optimal employee engagement in the office. Focus directed to factors influenced employee engagement. Human resource practices and organizational commitment are factors that thought to influence on employee engagement. Therefore, this research examines three variables, namely human resource practices, organizational commitment, and employee engagement.*

*This research used survey method. Data collection techniques used question form. Respondents were employees of PT Indonesia Power UPJP Kamojang as many as 205 people. Data technique analyzed using Structural Equation Modelling (SEM).*

*The result of the data analysis revealed that human resource practices are in the effective category, organizational commitment is in the high category, and employee engagement at PT Indonesia Power UPJP Kamojang is in the high category. Based on the result of SEM analysis, the result revealed that human resource practices and organizational commitment have a significant influence on employee engagement.*

***Keywords:*** *human resource practices, organizational commitment, employee engagement*

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Tesis dengan judul “Analisis Pengaruh *Human Resource Practices* dan *Organizational Commitment* terhadap *Employee Engagement* (Studi pada PT Indonesia Power UPJP Kamojang)”. Tesis ini disusun sebagai salah satu syarat untuk mendapat gelar Magister Manajemen (M.M.), pada Program Studi Manajemen, Sekolah Pascasarjana, Universitas Pendidikan Indonesia.

Dalam penulisan karya tulis ini, penulis menyadari bahwa karya tulis ilmiah ini masih jauh dari sempurna, baik isi, teknik penyajian, maupun dalam susunan bahasa. Namun, berkat bimbingan, dorongan, petunjuk, bantuan dan do'a dari berbagai pihak akhirnya tesis ini dapat diselesaikan dengan seoptimal mungkin. Oleh karena itu, penulis menerima kritik dan saran yang sifatnya membangun bagi penulis sendiri serta pihak yang membutuhkannya.

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