

## ABSTRACT

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***THE EFFECT OF HIGH PERFORMANCE WORK SYSTEM AND EMOTIONAL INTELLIGENCE ON EMPLOYEE WELL-BEING: PERCEIVED ORGANIZATIONAL SUPPORT AS MEDIATOR TOWARDS NURSES IN XYZ HOSPITAL IN SOUTH JAKARTA***

(xii + 107 pages; 6 pictures; 16 tables; 7 appendices )

The purpose of this study was to examine and analyze the effect of high performance work system and emotional intelligence on employee well-being: perceived organizational support as a mediator for nurses at XYZ Hospital in South Jakarta. The method in this study is a quantitative study with a cross-sectional study design. The sampling method used was saturated sampling on 72 nurses at XYZ Hospital in South Jakarta, data collection using a questionnaire. Data analysis used a partial least square-structural equation modeling approach with the SmartPls program. The results showed that the high performance work system (HPWS) had a positive effect on employee well-being, emotional intelligence (EI) had a positive effect on employee well-being, and perceived organizational support (POS) had a positive effect on employee well-being, high performance. work system (HPWS) has been shown to have a positive effect on perceived organizational support (POS). There are a number of limitations which are followed by suggestions for further research.

Keywords: high performance, emotional intelligence, employee well-being

## ABSTRAK

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**PENGARUH *HIGH PERFORMANCE WORK SYSTEM* DAN *EMOTIONAL INTELLIGENCE* TERHADAP *EMPLOYEE WELL-BEING*: *PERCEIVED ORGANIZATIONAL SUPPORT* SEBAGAI MEDIATOR PADA PERAWAT RS XYZ DI JAKARTA SELATAN**

(xii + 107 halaman; 6 gambar; 16 tabel; 7 lampiran )

Tujuan penelitian ini untuk menguji dan menganalisis pengaruh pengaruh *high performance work system* dan *emotional intelligence* terhadap *employee well-being: perceived organizational support* sebagai mediator pada perawat RS XYZ di Jakarta Selatan. Metode dalam penelitian ini adalah penelitian kuantitatif dengan desain *cross-sectional study*. Metode *sampling* yang digunakan *sampling jenuh* pada 72 perawat RS XYZ di Jakarta Selatan, pengumpulan data menggunakan kuesioner. Analisa data menggunakan pendekatan *partial least square-structural equation modeling* dengan program SmartPls. Hasil penelitian menunjukkan *high performance work system (HPWS)* terbukti berpengaruh positif terhadap *employee well-being*, *emotional intelligence (EI)* terbukti berpengaruh positif terhadap *employee well-being*, *perceived organizational support (POS)* terbukti berpengaruh positif terhadap *employee well-being*, *high performance work system (HPWS)* terbukti berpengaruh positif terhadap *perceived organizational support (POS)*. Terdapat sejumlah keterbatasan yang diikuti saran bagi penelitian selanjutnya.

Kata kunci : *high performance, emotional intelligence, employee well-being*