

ABSTRAK

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ANTESEDEN DARI *EMPLOYEE COMPETENCIES* SERTA DAMPAKNYA TERHADAP *INNOVATION* DAN *JOB PERFORMANCE* (STUDI EMPIRIS PADA DUA PERUSAHAAN MANUFAKTUR DI INDONESIA)

(xvi + 162 halaman; 6 gambar; 5 grafik; 26 tabel; 9 lampiran)

Penelitian ini bertujuan untuk menganalisis pengaruh *team building*, *employee empowerment*, *employee self-efficacy* terhadap *employee competencies* dan menguji peran moderasi *organizational learning culture* antara hubungan tersebut, selanjutnya menganalisis pengaruh langsung *employee competencies* terhadap *innovation* dan *job performance*. Pada metode penelitian, berdasarkan kriteria tertentu terdapat 404 karyawan dari dua perusahaan manufaktur terkemuka di Indonesia yang diambil secara *simple random sampling* sebagai sampel untuk studi kuantitatif survei ini. Pendekatan PLS-SEM digunakan untuk menganalisis data yang dikumpulkan melalui kuesioner dengan skala *Likert*. Hasil penelitian menunjukkan bahwa *employee competencies* terbukti berpengaruh signifikan terhadap *innovation* dan *job performance*, sedangkan *team building* ditemukan berpengaruh paling kuat terhadap *employee competencies* diikuti *employee self-efficacy*. *Organizational learning culture* sebagai pemoderasi hanya ditemukan untuk memperkuat pengaruh dari *employee self-efficacy*, namun memperlemah *employee empowerment*. Studi ini dapat bermanfaat bagi pengambil keputusan perusahaan manufaktur untuk mengembangkan strategi sumber daya manusia, terutama untuk meningkatkan *organizational learning culture* dengan cara mendorong potensi karyawan secara maksimal. Terdapat keterbatasan dan saran untuk penelitian selanjutnya.

Kata Kunci: *employee competencies*, *innovation*, *job performance*, *organizational learning culture* dan perusahaan manufaktur.

ABSTRACT

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ANTECEDENTS OF EMPLOYEE COMPETENCIES AND THEIR IMPACT ON INNOVATION AND JOB PERFORMANCE (EMPIRICAL STUDY ON TWO MANUFACTURING COMPANIES IN INDONESIA)

This study aims to analyze the effect of team building, employee empowerment, employee self-efficacy on employee competencies and examine the moderating role of organizational learning culture between these relationships. Further to analyze the impact of employee competencies on innovation and job performance. The method was done by quantitative survey with 404 employees from two leading manufacturing companies in Indonesia which were taken simple random sampling as samples. The PLS-SEM approach was used to analyze the data that collected through a questionnaire with a Likert scale. The results demonstrated that employee competencies had a significant impact on innovation and job performance, while team building was found to have the strongest effect on employee competencies, followed by employee self-efficacy. Organizational learning culture moderating role was only found to strengthen the effect of employee self-efficacy to employee competencies, in contrary weaken the influence from employee empowerment. The result of this empirical study can be useful for decision makers in manufacturing companies to develop human resource strategies, by encouraging employee potential to the fullest. There are limitations and suggestions for further research.

Keywords: employee competencies, innovation, job performance, organizational learning culture and manufacturing companies.