

ABSTRAK

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“PENGARUH *HUMAN CAPITAL DEVELOPMENT*, *STRATEGIC HRM PRACTICES*, DAN *TALENT MANAGEMENT* TERHADAP *SUSTAINABLE COMPETITIVE ADVANTAGE* PADA SEKOLAH SPK DI INDONESIA: DENGAN MEDIASI *STRATEGIC AGILITY* DAN *ORGANIZATIONAL COMMITMENT*”

(xvii + 559 halaman: 14 gambar; 35 tabel; 31 lampiran)

Disertasi ini meneliti pengaruh *human capital development*, *strategic HRM practices*, dan *talent management* terhadap *sustainable competitive advantage* di sekolah-sekolah SPK di Indonesia. Penelitian ini juga menyelidiki peran mediasi dari *strategic agility* dan *organizational commitment* dalam hubungan ini. Studi ini menyoroti peran penting *strategic agility* sebagai mediator dalam hubungan antara *strategic HRM practices* dan *sustainable competitive advantage*, yang menunjukkan bahwa sekolah-sekolah dengan *agility* yang lebih tinggi memiliki posisi yang lebih baik dalam beradaptasi dengan perubahan dan mempertahankan status bersaing mereka. *organizational commitment* juga memainkan peran mediasi yang penting, memperkuat gagasan bahwa guru yang berkomitmen sangat penting untuk mempertahankan keunggulan kompetitif dalam lingkungan institusi pendidikan yang dinamis. Dengan menggunakan metodologi penelitian kuantitatif, data dikumpulkan dari 485 responden di berbagai sekolah SPK, dengan analisis yang dilakukan melalui *partial least squares structural equation modeling (PLS-SEM)*. Temuan ini mengungkapkan bahwa *human capital development* secara signifikan meningkatkan *strategic agility* dan *organizational commitment*, dan positif mempengaruhi *sustainable competitive advantage*. demikian pula, *strategic HRM practices* dan *talent management* menunjukkan dampak yang signifikan terhadap mediator dan *sustainable competitive advantage* sekolah. Khususnya, penelitian ini menyoroti peran mediasi penting dari *strategic agility*, yang menekankan pentingnya peran tersebut dalam lingkungan dinamis institusi pendidikan. Hasil penelitian ini berkontribusi pada pengetahuan dalam manajemen pendidikan dengan memberikan bukti empiris tentang pentingnya mengintegrasikan *strategic HRM practices* dengan tujuan strategis. Studi ini diakhiri dengan rekomendasi bagi administrator sekolah untuk fokus pada inisiatif SDM strategis yang mendorong *strategic agility* dan *organizational commitment*, memastikan keberhasilan jangka panjang dari *sustainable competitive advantage*.

Kata Kunci: *human capital development*, *strategic HRM practices*, *talent management*, *sustainable competitive advantage*, *strategic agility*, *organizational commitment*, institusi pendidikan, sekolah SPK

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ABSTRACT

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“THE INFLUENCE OF HUMAN RESOURCE DEVELOPMENT, STRATEGIC HUMAN RESOURCE PRACTICES, AND TALENT MANAGEMENT ON SUSTAINABLE COMPETITIVE ADVANTAGE IN SPK SCHOOLS IN INDONESIA: WITH THE MEDIATION OF STRATEGIC AGILITY AND ORGANIZATIONAL COMMITMENT”

(xvii + 559 pages: 14 figures; 35 tables; 31 attachments)

This dissertation examines the influence of human capital development, strategic HRM practices, and talent management on achieving sustainable competitive advantage in SPK schools in Indonesia. The study also investigates the mediating roles of strategic agility and organizational commitment in this relationship. The study highlights the vital role of strategic agility as a mediator in the relationship between strategic HRM practices and sustainable competitive advantage, suggesting that schools with higher agility are better positioned to adapt to changes and maintain their competitive status. Organizational commitment also plays a crucial mediating role, reinforcing the idea that committed teachers are essential for sustaining competitive advantages in a dynamic educational institutions environment. Using a quantitative research methodology, data were collected from 485 respondents across various SPK schools, with analysis conducted through Partial Least Squares Structural Equation Modeling (PLS-SEM). The findings reveal that human capital development significantly enhances both strategic agility and organizational commitment, which in turn positively influence sustainable competitive advantage. Similarly, strategic HRM practices and talent management show a significant impact on both mediators and the ultimate competitive advantage of the schools. Notably, the study highlights the critical mediating role of strategic agility, emphasizing its importance in the dynamic environment of educational institutions. The results contribute to the body of knowledge in educational management by providing empirical evidence on the importance of integrating strategic HRM practices with strategic goals. The study concludes with recommendations for school administrators to focus on strategic HR initiatives that foster strategic agility and organizational commitment, ensuring long-term success of sustainable competitive advantages.

Keywords: human capital development, strategic HRM practices, talent management, sustainable competitive advantage, strategic agility, organizational commitment, educational institutions, SPK Schools

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