

ABSTRAK

Windy Saroh Sinaga (01804230036)

**PENGARUH *HUMAN RESOURCE MANAGEMENT PRACTICE*,
INDIVIDUAL INNOVATION CAPABILITY DAN *JOB SATISFACTION*
TERHADAP *EMPLOYEE PERFORMANCE* DIMEDIASI OLEH *HRIS USAGE***

(xvi + 122 halaman; 27 tabel; 8 gambar; 12 lampiran)

Perusahaan sering menghadapi kesulitan dalam mempertahankan dan meningkatkan kinerja karyawan. Terdapat penurunan kinerja karyawan divisi HR di perusahaan swasta XYZ. Penurunan kinerja karyawan akan menghambat tercapainya target perusahaan. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *human resource management practice*, *individual innovation capability* dan *job satisfaction* terhadap *employee performance* dengan *HRIS USAGE* sebagai mediasi. Dalam penelitian ini, metode *cross-sectional* digunakan untuk mendapatkan data kuantitatif dari kuesioner *online*. Kuesioner dimodifikasi berdasarkan pertanyaan yang sudah ada dari literatur sebelumnya. Data dikumpulkan dari semua anggota populasi yang dijadikan sampel sejumlah 69 karyawan divisi HR di perusahaan swasta XYZ dengan level non-manajerial yang telah bekerja setidaknya satu tahun dengan menggunakan teknik pengambilan sampel jenuh atau sensus. Data kemudian dianalisis menggunakan perangkat lunak PLS-SEM. Hasil penelitian menunjukkan bahwa terdapat hubungan signifikan antara *human resource management practice*, *individual innovation capability*, *job satisfaction*, dan *HRIS USAGE* terhadap *employee performance*, sedangkan *HRIS USAGE* tidak memediasi hubungan antara *human resource management practice*, *individual innovation capability*, *job satisfaction* dan *employee performance* pada karyawan divisi HR di perusahaan swasta XYZ. Hasil penelitian ini dapat menghasilkan implikasi manajerial yang akan membantu perusahaan swasta XYZ meningkatkan *employee performance*. Terdapat beberapa keterbatasan pada penelitian ini, dan diikuti dengan rekomendasi untuk penelitian selanjutnya.

Keywords: *human resource management practice*, *individual innovation capability*, *job satisfaction*, *HRIS USAGE*, *employee performance*

Referensi: 36 (2014-2024)

ABSTRACT

Windy Saroh Sinaga (01804230036)

***THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICE,
INDIVIDUAL INNOVATION CAPABILITY AND JOB SATISFACTION ON
EMPLOYEE PERFORMANCE MEDIATED BY HRIS USAGE***

(xvi + 122 pages; 27 tables; 8 figures; 12 appendices)

Companies often face difficulties in retaining and increasing employee performance, and there has been a decline in the performance of HR division employees at private company XYZ, which could hinder the achievement of company targets. This study aims to determine the effect of human resource management practice, individual innovation capability, and job satisfaction on employee performance, with HRIS usage as a mediator. A cross-sectional method was used to obtain quantitative data through an online questionnaire, adapted from existing questions in previous literature. Data were collected from all members of the target population, consisting of 69 non-managerial HR division employees at private company XYZ, who had worked for at least one year, using a census or saturation sampling technique. The data were then analyzed using PLS-SEM software. The results showed a significant relationship between human resource management practice, individual innovation capability, job satisfaction, and HRIS USAGE on employee performance. However, HRIS USAGE did not mediate the relationship between human resource management practice, individual innovation capability, job satisfaction, and employee performance among HR division employees at private company XYZ. These findings offer managerial implications that can help private company XYZ improve employee performance. There are some limitations, and these are followed by recommendations for additional study.

Keywords: *human resource management practice, individual innovation capability, job satisfaction, HRIS USAGE, employee performance*

References: 36 (2014-2024)