

ABSTRACT

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THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT PRACTICES, PERCEIVED ORGANIZATIONAL SUPPORT, AND WORK-LIFE BALANCE ON TEACHER COMMITMENT THROUGH EMPLOYEE ENGAGEMENT AT JUNIOR HIGH SCHOOLS IN SUBRAYON 09, SEMARANG CITY

(xv + 128 pages; 15 figures; 23 tables; 69 attachments)

Teachers are not only required to carry out formal duties but also expected to demonstrate emotional involvement and a strong commitment to their institutions. This study aims to analyze the influence of human resource management practices, perceived organizational support, and work-life balance on teacher commitment, with employee engagement as a mediating variable. The population of this research consists of junior high school teachers in Subrayon 09, Semarang City, with a sample size of 194 teachers who have taught for more than one year. This study employs a quantitative approach using path analysis based on Partial Least Squares (SmartPLS 4). The results show that human resource management practices, perceived organizational support, and work-life balance positively influence employee engagement. Furthermore, employee engagement positively influences teacher commitment. Employee engagement partially mediates the relationship between human resource management practices, perceived organizational support, work-life balance, and teacher commitment. The findings suggest that schools should improve human resource management practices, strengthen perceived organizational support, and maintain work-life balance to enhance employee engagement and teacher commitment, thereby supporting the achievement of organizational goals.

Keywords: human resource management practices, perceived organizational support, work-life balance, employee engagement, teacher commitment

References: 71 (1990–2025)

ABSTRAK

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PENGARUH PRAKTIK MANAJEMEN SDM, *PERCEIVED ORGANIZATIONAL SUPPORT*, DAN *WORK-LIFE BALANCE* TERHADAP KOMITMEN GURU MELALUI *EMPLOYEE ENGAGEMENT* DI SMP SUBRAYON 09 KOTA SEMARANG

(xv + 128 halaman: 15 gambar; 23 tabel; 69 lampiran)

Guru tidak hanya dituntut melaksanakan tugas formal, tetapi juga menunjukkan keterlibatan emosional serta komitmen tinggi terhadap institusi. Penelitian ini bertujuan untuk menganalisis pengaruh praktik manajemen sumber daya manusia, *perceived organizational support*, dan *work-life balance* terhadap komitmen guru melalui *employee engagement* sebagai variabel mediasi. Populasi penelitian adalah guru SMP di Subrayon 09 Kota Semarang dengan jumlah sampel sebanyak 194 guru yang telah mengajar lebih dari satu tahun. Penelitian menggunakan pendekatan kuantitatif dengan analisis jalur berbasis Partial Least Squares (SmartPLS 4). Hasil penelitian menunjukkan bahwa praktik manajemen sumber daya manusia, *perceived organizational support*, dan *work-life balance* berpengaruh positif terhadap *employee engagement*. Selanjutnya, *employee engagement* juga berpengaruh positif terhadap komitmen guru. *Employee engagement* terbukti secara parsial memediasi hubungan antara praktik manajemen sumber daya manusia, *perceived organizational support*, serta *work-life balance* terhadap komitmen guru. Implikasi dari penelitian ini menyarankan pihak sekolah agar memperbaiki praktik manajemen SDM, memperkuat *perceived organizational support*, serta menjaga *work-life balance* agar dapat meningkatkan *employee engagement* sekaligus komitmen guru dalam mendukung pencapaian tujuan organisasi.

Kata kunci: praktik manajemen sumber daya manusia, *perceived organizational support*, *work-life balance*, *employee engagement*, komitmen guru

Referensi: 71 (1990–2025)