Encouraging Quality Work by strengthening work system fundamentals

Adam Sibarani
adamsibarani@gmail.com

Abstrak: PT Starinvestama minangka perusahaan asuransi jiwa sing diadegake ing taun 1985 nalika ngalami transformasi wiwit taun 2019 kanthi nyentuh kalebu owah-owahan struktur kepemimpinan lan manajemen, nilai-nilai inti, pangembangan kegiatan, lingkungan kerja lan investasi tenaga kerja saka multinasional. Panaliten ing PT Starinvestama gadhah ancas kangge nemtokaken pengaruh Nilai Inti, Kepemimpinan Transformasional, Lingkungan Kerja, Kompensasi Terhadap Keterlibatan Karyawan, mliginipun karyawan line management. Metode Panaliten menika kuantitatif ngginakaken angket kanthi skala Likert. Teknik sampling yaiku non-probability sampling kanthi metode purposive sampling, kanggo kabeh karyawan. Panaliten asil nuduhake Kepemimpinan Transformasi, Lingkungan Kerja lan Kompensasi nduweni pengaruh sing signifikan marang Keterlibatan Karyawan, dene Nilai Inti ora nduweni pengaruh sing signifikan.
Kata Kunci: Nyengkuyung Kualitas Karya, Nilai, Kepemimpinan, Lingkungan

REFERENCE

Anitha, J. (201. Determinants of employee engagement and their impact on employee performance. International Journal of Productivity and Performance Management, 63(, 308-323

Aon Hewitt (201. Model of Employee Engagement.

Aon Hewitt (201. Trends in Global Employee Engagement

Bass, B. M., & Riggio, R. E. (200. Transformational leadership (2nd ed.). Mahwah, NJ: Lawrence Erlbaum.

Buil I., Martínez E., Matute J. (201, “Transformational leadership and employee performance: The role of identification, engagement and proactive personality”, International Journal of Hospitality Management, Vol. 77, pp. 64-75.

Dessler.G (200. Human resource management. New Jersey: Prentice Hall

Drucker, P. F. (200. Management: Tasks and responsibilities practices. New Brunswick.

Ellis C. M., and Sorensen A. (200. Assessing Employee Engagement: The Key to Improving Productivity. Perspectives, 15 (.

Fajri, C., Rahman, Y. T., & Wahyudi, W. (202. MEMBANGUN KINERJA MELALUI LINGKUNGAN KONDUSIF, PEMBERIAN MOTIVASI DAN PROPORSIONAL BEBAN KERJA. SCIENTIFIC JOURNAL OF REFLECTION: Economic, Accounting, Management and Business, 4(, 211-220.

Ferdiansyah M. (2018), “Analisis Pengaruh Gaya Kepemimpinan Transformasional, Kompensasi dan Program Pelatihan terhadap Employee Engagement Serta Dampaknya terhadap Kinerja Karyawan Di PT Angkasa Pura II (Persero)”, JURNAL DINAMIKA MANAJEMEN DAN BISNIS, Vol. 1 No. 2, pp. 1-23.

Frank, F.D., Finnegan, R.P., & Taylor, C.R. (200. The race for talent: retaining and engaging workers in the 21st century’, Human Resource Planning, 27(, 12-25