ORGANIZATION COMMITMENT AND EMPLOYEE ENGAGEMENT ANALYSIS IN PT. SEMEN GRESIK (PERSERO) TBK.

Name: Dahnia Fahrani
NRP: 2507 100 085
Department: Teknik Industri FTI-ITS
Supervisor: Naning Aranti W, ST., MM
Co-Supervisor: Ir. Budi Santosa, Ms., Ph.D

Abstract

PT. Semen Gresik (Persero) Tbk is one of the Government-Owned Enterprise which has a range of marketing areas scattered throughout the location of production units. PT. Semen Gresik has a distribution network that spread from west to east tip of Indonesia. Therefore, a high commitment and engagement from its employees due to support business processes that occured in Semen Gresik are required. In order to improve the management of human resources in the PT. Semen Gresik, the influence of Individual Characteristic, Organizational Climate, Job Stress and Job Satisfaction on Organizational Commitment and the levels of employee engagement measurements in Semen Gresik employees are conducted. Structural Equation Modeling (SEM) analysis, the analytical techniques used to estimate the influence of variables simultaneously is required. From the analysis concluded that the individual characteristic variables significantly influence Job Satisfaction and Organizational Commitment, Job Stress variables effect significantly on Job Satisfaction, but not significantly effect the Organization's Commitment variables. While Organizational Climate variables are not significantly effect to the Job Satisfaction and Organizational Commitment. For the level of employee engagement at PT. Semen Gresik, 51% of employees are not engaged and 49% of employees are engaged.

Keywords: Structural Equation Modeling, Individual
Characteristics, Organizational Climate, Job Stress, Job Satisfaction, Organizational Commitment, Employee Engagement.