

The Influence of Strategic Human Resource Management on Employee Engagement

Christanto Triwibisono¹⁾, Ernie Tisnawati Sule²⁾,
Nury Effendi²⁾, and Yunizar²⁾

¹⁾School of Industrial Engineering, Telkom University;
Doctoral Student of Business Management, University of Padjadjaran

²⁾Faculty of Economics and Business, University of Padjadjaran

e-mail: christanto@telkomuniversity.ac.id

e-mail: ernie.tisnawati@fe.unpad.ac.id

e-mail: nury.effendi@fe.unpad.ac.id

e-mail: yunizar@fe.unpad.ac.id

Abstract

There has been much research about employee engagement. However, no one has discussed the influence of strategic human resource management to employee engagement in telecommunication companies in Indonesia. This study aims to explore the influence of strategic human resource management to the employee engagement, so that it can contribute in the implementation of strategic human resource management in Indonesia to improve employee engagement. This research uses survey method. The result of this study shows a significant influence of strategic human resource management on employee engagement.

Keywords: Strategic Human Resource Management; Employee Engagement; Telecommunication; Indonesia.