

ABSTRACT

This study aims to analyze and determine the effect of human resource management practice on employee performance through readiness for change and affective commitment as a intervening variable at Bank Mandiri Blora Branch Office, Central Java. The population in this study is all of employees. The number of samples used in this study were 75 respondents, with characteristic of permanent employees.

Data was collected through the distribution of questionnaires on samples selected through non-probability sampling techniques with saturated samples (census) method. Measurements in the questionnaires using a Likert Scale. Five (5) hypothesis in this study were tested using the Structural Equation Modeling (SEM) a multivariate statistical analysis method with SmartPLS 3.2.9 software.

The results of the statistical test analysis indicate that human resource management practice variables have a significant positive effect on employee performance. In addition, it is also proven that readiness for change and affective commitment variable can mediate the relation between human resource management practice on employee performance.

Keywords: human resource management practice, readiness for change, affective commitment, employee performance