

ABSTRACT

The research on the influence of professional competence and employee engagement to increase the HR performance still remains controversial. To answer these differences variable employee engagement submitted as an intervening variable that is hopefully can mediate the influence of professional competence and performance. Coordination across functions submitted as a moderating variable to strengthen those relationship. This study aims to determine the model of performance improvement of human resources through professional competence and employee engagement to influence the effects of cross-functional coordination. This type of research is the "Explanatory research", questionnaire given to 98 respondents from the Criminal units and drugs Unit of Polres Jepara. The analysis used to answer the hypothesis is a structural equation modeling using Partial Least Square (PLS).

The results of data analysis showed that professional competence has no significant effect on the performance of human resources. Professional Competence has significant positive effect on employee engagement. Employee engagement has a significant effect on the performance of human resources. Cross-functional coordination does not moderate the relationship of professional competence and employee engagement to the performance of human resources. Limitations of this study, is the low value of the coefficient of professional competence that can not influence the performance and a weak coefficient of coordination across functions that unable to strengthen the relations of professional competence and employee engagement to the performance. The future study needs to include other variable that can improve HR performance.

Key words : HR performance, professional competence, coordination across functions, and employee engagement

ABSTRAK

Penelitian tentang pengaruh kompetensi profesional dan *employee engagement* terhadap kinerja SDM masih menyisakan kontroversi. Untuk menjawab perbedaan tersebut maka variabel *employee engagement* diajukan sebagai variabel intervening yang mampu memediasi pengaruh kompetensi profesional terhadap kinerja dan koordinasi lintas fungsi sebagai variabel moderasi. Penelitian ini bertujuan untuk mengetahui model peningkatan kinerja sumberdaya manusia anggota Sat Reskrim dan Sat Resnarkoba Polres Jepara melalui kompetensi profesional dan *employee engagement* dengan pengaruh efek koordinasi lintas fungsi. Jenis penelitian yang digunakan adalah “*Explanatory research*” dengan responden dalam penelitian ini adalah seluruh Anggota Unit Satuan Reskrim dan Sat Resnarkoba Polres Jepara yang berjumlah 98 orang. Analisis yang digunakan untuk menjawab hipotesis adalah permodelan persamaan *structural* dengan menggunakan pendekatan *Partial Least Square (PLS)*.

Berdasarkan hasil analisis dan pembahasan dalam penelitian ini diperoleh simpulan atas masalah penelitian bahwa upaya meningkatkan kinerja SDM anggota Unit Satuan Reskrim dan Sat Resnarkoba Polres Jepara dapat dilakukan melalui peningkatan *employee engagement*, kompetensi profesional mempengaruhi kinerja SDM melalui *employee engagement*. Penelitian ini menunjukkan bahwa kompetensi profesional memiliki pengaruh terhadap *employee engagement*, sehingga untuk meningkatkan *employee engagement* organisasi harus meningkatkan kompetensi profesional. Koordinasi lintas fungsi tidak menguatkan maupun melemahkan hubungan kompetensi profesional dan *employee engagement* terhadap kinerja SDM.

Kata kunci : kinerja SDM, kompetensi profesional, koordinasi lintas fungsi, dan *employee engagement*