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THE IMPACT OF HR PRACTICE, WORK ENGAGEMENT AND JOB CRAFTING ON JOB PERFORMANCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIORS ON HOUSING DEVELOPER IN BATAM

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ABSTRACT

Employees are one of the important company assets and must be developed to support the continuity and success of a company. Employees are the main component of a company and become actors in every company activity.

In conducting this research, 180 samples were taken from employees of development companies in Batam. The questionnaire was sent to the respondents to be filled in, then collected and tested the results of the questionnaire.

The results of this study indicate that some variables have a significant relationship and some have no impact on employee performance and organizational citizenship behavior.

Keywords: *HR Practice, Work Engagement, Job Crafting, Employee Performance, Organizational Citizenship Behavior in Housing Development Companies in Batam*