

JUDUL : PENGARUH LINGKUNGAN KERJA INKLUSIF TERHADAP
EMPLOYEE WELL-BEING DAN *ORGANIZATIONAL*
PERFORMANCE

Nama:

Filipe Ximenes Guterres

Fakultas /Program Studi:

Bisnis dan Ekonomika/Magister Manajemen

Pembimbing:

Dr. Werner R. Murhadi, SE., MM.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja inklusif terhadap *employee well-being* dan *organizational performance* pada organisasi non-pemerintah internasional (NGO) di Timor-Leste, seperti CARE International, WHO, WFP, UN Women, DCP, dan World Vision. Berdasarkan *Theory of Organizational Support (TOS)*, penelitian ini menekankan pentingnya dukungan organisasi, praktik sumber daya manusia yang adil, serta rasa aman kerja dalam meningkatkan kesejahteraan dan kinerja karyawan. Pendekatan yang digunakan adalah kuantitatif dengan analisis *Structural Equation Modeling (SEM)*. Hasil penelitian diharapkan menunjukkan bahwa lingkungan kerja inklusif, *human resource practices*, dan *perceived job security* berpengaruh positif terhadap *employee well-being*, yang selanjutnya meningkatkan *organizational performance*. Penelitian ini berkontribusi pada pengembangan strategi manajemen sumber daya manusia yang berkeadilan dan mendukung pencapaian *Sustainable Development Goals (SDGs) 10* tentang pengurangan ketimpangan di dunia kerja.

Kata kunci: lingkungan kerja inklusif, *employee well-being*, *organizational performance*, *job security*, NGO, SDGs 10.

TITLE: THE INFLUENCE OF AN INCLUSIVE WORK ENVIRONMENT ON
EMPLOYEE WELL-BEING AND ORGANIZATIONAL PERFORMANCE

Name:

Filipe Ximenes Guterres

Discipline/Study Programme: Business & Economics /Magister Management

Contributor:

Dr. Werner R. Murhadi, SE., MM.

ABSTRACT

This study aims to analyze the effect of an inclusive work environment on *employee well-being* and *organizational performance* in international non-governmental organizations (NGOs) operating in Timor-Leste, including CARE International, WHO, WFP, UN Women, DCP, and World Vision. Grounded in the *Theory of Organizational Support (TOS)*, this research highlights the importance of organizational support, fair human resource practices, and perceived job security in enhancing employee well-being and organizational outcomes. A quantitative approach using *Structural Equation Modeling (SEM)* was employed to examine the relationships among variables. The findings are expected to show that an inclusive work environment, effective HR practices, and job security positively influence *employee well-being*, which in turn improves *organizational performance*. This study contributes to the development of equitable human resource strategies that support the achievement of *Sustainable Development Goal (SDG) 10* on reducing inequalities in the workplace.

Keywords: *inclusive work environment, employee well-being, organizational performance, job security, NGOs, SDG 10.*