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Warranting Increased Operational Performance of Pharmaceutical Firms of Indonesia through Collaborative and Calculative HRM Practices: Mediating Role of Employee Engagement Basuki<sup>1</sup>, Rizka Zulfikar<sup>2</sup>, Khuzaini<sup>3</sup>, Rahmi Widyanti<sup>4</sup> The human resources outcomes such employee engagement draws their relation and behavior with firm performance from the social exchange theory which act as a theoretical foundation for the proposed relationships (Huang et al., 2016). The work of George C.

Humans and Peter Blau explain the Social exchange theory has its beginning in the field of sociology. The main focus of social exchange theory is that it highlights the elementary behavior and sub institutional, the practices of employee with other employee in direct interaction form the foundation of firms and organizations.

Studies on the Human Resource Management (HRM) practices used contrasted behavior of employee with behavior of organization which ultimately determined the firm performance. Such as that involved in conforming to n

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