

**PENGARUH HUMAN CAPITAL: INDIVIDUAL CAPABILITY,
INDIVIDUAL MOTIVATION, LEADERSHIP, ORGANIZATIONAL
CLIMATE DAN WORKGROUP EFFECTIVENESS TERHADAP KINERJA
(STUDI PADA DINAS PENDIDIKAN DAN KEBUDAYAAN KABUPATEN
BOYOLALI)**

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Abstrak

Penelitian ini bertujuan untuk menguji secara empiris pengaruh *human capital* terhadap kinerja. Digunakan variabel *dependent* yaitu kinerja dan variabel *independent* yaitu *individual capability*, *individual motivation*, *leadership*, *organizational climate* serta *workgroup effectiveness*. Sampel penelitian berjumlah 50 responden pada Dinas Pendidikan dan Kebudayaan kabupaten Boyolali. Digunakan data primer yang diperoleh dengan mendistribusikan kuesioner secara langsung dengan teknik *purposive sampling*. Uji validitas dilakukan dengan korelasi Pearson *product moment* dan uji reabilitas menggunakan teknik analisis *Cronbach's alpha*. Penelitian ini menggunakan uji asumsi klasik: 1) uji heterokedastitas dilakukan dengan uji *rank-spearman*. 2) uji multikolinieritas dengan nilai *tolerance* serta nilai *Variance Inflation Factor* (VIF). 3) uji normalitas menggunakan *Shapiro-Wilk*. Model uji pengaruh yang digunakan ialah regresi linier berganda, dianalisis dengan menggunakan SPSS 22.0. Hasil penelitian menunjukkan bahwa secara bersama-sama semua variabel *human capital: individual capability, individual motivation, leadership, organizational climate* dan *workgroup effectiveness* signifikan berpengaruh positif terhadap kinerja pegawai, sig. F sebesar $0,000 < 0,05$. Secara parsial *Individual motivation* berpengaruh positif terhadap kinerja, sig. t sebesar $0,047 < 0,05$. *Organizational climate* berpengaruh positif terhadap kinerja, sig. t sebesar $0,017 < 0,05$. *Workgroup effectiveness* berpengaruh positif terhadap kinerja, sig. t sebesar $0,043 < 0,05$. *Individual capability* berpengaruh negatif terhadap kinerja, sig. t sebesar $0,007 < 0,05$. *Leadership* tidak berpengaruh secara signifikan terhadap kinerja, sig. t sebesar $0,457 > 0,05$. Variabel dalam penelitian ini dapat menjelaskan 48,3% kinerja pegawai, atas dasar perolehan nilai koefisien determinasi (R^2) sebesar 0,483.

Kata Kunci: *Human Capital, Kinerja*

**THE INFLUENCE OF HUMAN CAPITAL: INDIVIDUAL CAPABILITY,
INDIVIDUAL MOTIVATION, LEADERSHIP, ORGANIZATIONAL
CLIMATE AND WORKGROUP EFFECTIVENESS ON PERFORMANCE
(STUDY AT THE EDUCATION AND CULTURE OFFICE OF BOYOLALI
REGENCY)**

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Abstract

This study aims to empirically examine the effect of human capital on employee performance. Dependent variables used are performance and Independent variables are individual capability, individual motivation, leadership, organizational climate and workgroup effectiveness. The sample in this study amounted to 50 respondents in the Department of Education and Culture of Boyolali district. The data used are primary data obtained by distributing questionnaires directly with the purposive sampling technique. Validity test is done by Pearson product moment correlation and reliability testing using Cronbach's alpha analysis techniques. This study uses a classic assumption test including heterokedasticity test performed with the rank-spearman test, multicollinearity test with tolerance value and the value of Variance Inflation Factor (VIF) and normality test using Shapiro-Wilk. The influence test model used is multiple linear regression, analyzed using SPSS 22.0. The results in this study indicate that together all variables of human capital: individual capability, individual motivation, leadership, organizational climate and workgroup effectiveness have a significant positive effect on employee performance, sig. F is $0,000 < 0,05$. Partially Individual motivation has a positive effect on performance, sig. t of $0,047 < 0,05$. Organizational climate has a positive effect on performance, sig. t of $0,017 < 0,05$. Workgroup effectiveness has a positive effect on performance, sig. t of $0,043 < 0,05$. Individual capability has a negative effect on performance, sig. t of $0,007 < 0,05$. Leadership has no significant effect on performance, sig. t of $0,457 > 0,05$. The variable used in this study can explain 48,3% of employee performance, based on the acquisition of the coefficient of determination (R^2) that is equal to 0,483.

Keywords: *Human Capital, Performance*