

ABSTRAK

Nama : Layastari

Program Studi : Manajemen

Judul : Pengaruh *Human Capital Management*, Komitmen Organisasi dan Manajemen Pengetahuan terhadap Kinerja Pegawai pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Bireuen

Penelitian ini bertujuan untuk menganalisis pengaruh *Human Capital Management*, Komitmen Organisasi, dan Manajemen Pengetahuan terhadap Kinerja Pegawai pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Bireuen. Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian berjumlah 46 pegawai yang seluruhnya dijadikan sampel melalui teknik sampel jenuh. Data dikumpulkan menggunakan kuesioner dan dianalisis menggunakan regresi linear berganda dengan bantuan *IBM SPSS Statistics*. Hasil penelitian menunjukkan bahwa *Human Capital Management* berpengaruh positif tetapi tidak signifikan terhadap Kinerja Pegawai, sedangkan Komitmen Organisasi dan Manajemen Pengetahuan berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dengan demikian, peningkatan Kinerja Pegawai pada BKPSDM Kabupaten Bireuen lebih dipengaruhi oleh Komitmen Organisasi dan Manajemen Pengetahuan dibandingkan *Human Capital Management*.

Kata Kunci : *Human Capital Management*, Komitmen Organisasi, Manajemen Pengetahuan, Kinerja Pegawai

ABSTRACT

Name : Layastari

Study Program : Management

Title : *The Influence of Human Capital Management, Organizational Commitment, and Knowledge Management on Employee Performance at the Regional Civil Service and Human Resource Development Agency (BKPSDM) of Bireuen Regency*

This study aims to examine the influence of Human Capital Management, Organizational Commitment, and Knowledge Management on Employee Performance at the Personnel and Human Resources Development Agency (BKPSDM) of Bireuen Regency. This research employed a quantitative approach. The study population consisted of 46 employees, all of whom were selected as the sample using the saturated sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression with the assistance of IBM SPSS Statistics. The results of the study indicate that Human Capital Management has a positive but insignificant effect on Employee Performance, while Organizational Commitment and Knowledge Management have positive and significant effects on Employee Performance. Therefore, the improvement of Employee Performance at the Personnel and Human Resources Development Agency (BKPSDM) of Bireuen Regency is more strongly influenced by Organizational Commitment and Knowledge Management than by Human Capital Management.

Keywords: *Human Capital Management, Organizational Commitment, Knowledge Management, Employee Performance*