

ABSTRAK

Nama : Hayatul Miska
Program Studi : Manajemen
Judul : Pengaruh *Human Capital* dan *Organizational Capital* Terhadap Kinerja Pegawai Melalui *Self Efficacy* Sebagai Variabel Intervening Pada Kantor Bupati Kabupaten Bireuen

Penelitian ini bertujuan untuk menganalisis pengaruh *human capital* dan *organizational capital* terhadap kinerja pegawai melalui *self efficacy* sebagai variabel intervening pada Kantor Bupati Kabupaten Bireuen. Menggunakan metode kuantitatif, penelitian ini melibatkan sampel sebanyak 83 pegawai. Data dianalisis menggunakan Smart PLS untuk menguji hubungan antar variabel. Hasil penelitian menunjukkan bahwa *Human capital* berpengaruh terhadap kinerja pegawai. *Organization capital* berpengaruh terhadap kinerja pegawai. *Human capital* berpengaruh terhadap *self efficacy*. *Organization capital* berpengaruh terhadap *self efficacy*. *Self efficacy* berpengaruh terhadap kinerja pegawai. *Human capital* berpengaruh terhadap kinerja pegawai melalui *self efficacy* sebagai variabel intervening. *Organization capital* tidak berpengaruh terhadap kinerja pegawai melalui *self efficacy* sebagai variabel intervening. Temuan ini mengindikasikan bahwa peningkatan *human capital*, *organization capital* dan *self efficacy* dapat mendorong kinerja pegawai di Kantor Bupati Kabupaten Bireuen.

Kata Kunci : *Human Capital*, *Organizational Capital*, Kinerja Pegawai, *Self Efficacy*

ABSTRACT

Name : Hayatul Miska
Study Program : Management
Title : The Influence of Human Capital and Organizational Capital on Employee Performance Through Self-Efficacy as an Intervening Variable in the Bireuen Regency Regent's Office

This research aims to analyze the influence of human capital and organizational capital on employee performance through self-efficacy as an intervening variable at the Bireuen Regency Regent's Office. Using quantitative methods, this research involved a sample of 83 employees. Data were analyzed using Smart PLS to test the relationship between variables. The results of the research show that Human capital influences the performance. Organizational capital influences the performance. Human capital influences the self-efficacy. Organizational capital influences the self-efficacy. Self-efficacy influences the performance. Human capital influences employee performance through self-efficacy as an intervening variable. Organizational capital has no effect on employee performance through self-efficacy as an intervening variable. These findings indicate that increasing human capital, organizational capital and self-efficacy can encourage employee performance at the Bireuen Regency Regent's Office.

Keywords: *Human Capital, Organizational Capital, Employee Performance, Self Efficacy*