

## ABSTRAK

Nama : UMIRTU  
Program Studi : Program Magister Ilmu Manajemen  
Judul : ANALISIS DAMPAK KOMPETENSI SEBAGAI MEDIASI  
*HUMAN CAPITAL* DAN *INNOVATION ORGANIZATIONAL CLIMATE* TERHADAP KINERJA PEGAWAI PADA SEKRETARIAT DAERAH KABUPATEN ACEH UTARA

Penelitian ini bertujuan untuk mengetahui pengaruh *Human Capital*, *Innovation Organizational Climate* dan kompetensi terhadap Kinerja Pegawai Pada Sekretariat Daerah Kabupaten Aceh Utara. Data yang digunakan dalam penelitian ini adalah data primer dengan menyebarkan kuesioner, adapun teknik penentuan sampel yaitu sensus. Maka sampel dalam penelitian berjumlah sebanyak 140. Metode analisis yang digunakan adalah metode kuantitatif dengan model penelitian *Structural Equation Modeling* (SEM). Hasil penelitian menyimpulkan bahwa (1) *innovation organizational climate* berpengaruh terhadap kompetensi (2) *human capital* berpengaruh terhadap kompetensi. (3) Kompetensi berpengaruh terhadap kinerja pegawai (4) *innovation organizational climate* berpengaruh terhadap kinerja pegawai. (5) Tida ada pengaruh *human capital* terhadap kinerja pegawai. (6) Kompetensi memediasi secara partial hubungan antara variabel *innovation organizational climate* dengan kinerja pegawai. (7) Kompetensi memediasi secara partial hubungan antara variabel *human capital* dengan kinerja pegawai. Hal ini memberi makna bahwa variabel kompetensi sepenuhnya menjadi perantara pengaruh variabel *human capital* terhadap kinerja pegawai pada Setdakab Aceh Utara yang sebelumnya *human capital* secara parsial tidak mempengaruhi kinerja pegawai.

**Kata Kunci :** *Human Capital*, *Innovation Organizational Climate*, kompetensi dan Kinerja Pegawai

## **ABSTRACT**

*Name* : UMIRTU  
*Study Program* : Graduate Program in Management Science  
*Title* : AN ANALYSIS OF THE IMPACT OF COMPETENCE AS A  
MEDIATOR BETWEEN HUMAN CAPITAL AND  
INNOVATIVE ORGANIZATIONAL CLIMATE ON  
EMPLOYEE PERFORMANCE AT THE REGIONAL  
SECRETARIAT OF NORTH ACEH REGENCY

*This study aims to determine the influence of Human Capital, Innovation Organizational Climate, and Competence on Employee Performance at the Regional Secretariat of North Aceh Regency. The study uses primary data collected through questionnaires, with the sampling technique being a census, resulting in a sample size of 140 respondents. The analysis method employed is quantitative, using a Structural Equation Modeling (SEM) approach. The findings of the study are as follows: (1) Innovation Organizational Climate significantly affects Competence; (2) Human Capital significantly affects Competence; (3) Competence significantly affects Employee Performance; (4) Innovation Organizational Climate significantly affects Employee Performance; (5) Human Capital does not significantly affect Employee Performance; (6) Competence partially mediates the relationship between Innovation Organizational Climate and Employee Performance; and (7) Competence partially mediates the relationship between Human Capital and Employee Performance. These results suggest that the Competence variable fully mediates the influence of Human Capital on Employee Performance at the Regional Secretariat of North Aceh Regency, as Human Capital alone does not directly impact Employee Performance.*

***Keywords* : Human Capital, Innovation Organizational Climate, Competence and Employee Performance**