

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh *knowledge assets*, *knowledge capability* terhadap kinerja SDM melalui *process capability* dan menganalisis pengaruh *knowledge assets*, *knowledge capability* terhadap *process capability*. Populasi dalam penelitian ini perawat di puskesmas rawat inap kabupaten Demak sebanyak 272 orang, sampel 100 orang dihitung dengan menggunakan rumus Slovin. Analisis menggunakan *Partial Least Square (PLS)*. Hasil pengujian ada pengaruh positif *knowledge assets* terhadap kinerja SDM, original sample estimate sebesar 0,109708. nilai hitung (4,474777) > t tabel (1,66), yang berarti Hipotesis (Ha) diterima atau Ho ditolak pada level of error 5%. disimpulkan (H1) terdapat pengaruh yang positif dan signifikan *knowledge assets* terhadap kinerja SDM artinya semakin tinggi *knowledge assets* maka akan berpengaruh terhadap kinerja SDM Ada pengaruh *knowledge assets* terhadap *process capability* original sample estimate sebesar 0,378535, berpengaruh positif terhadap *process capability* nilai hitung (7,859154) > t tabel (1,66), yang berarti Hipotesis (Ha) diterima atau Ho ditolak pada level of error 5%. disimpulkan (H2) terdapat pengaruh signifikan dan positif *knowledge assets* terhadap *process capability*, artinya semakin tinggi *knowledge assets* maka akan meningkatkan *process capability* Ada pengaruh positif *knowledge capability* terhadap kinerja SDM original sample estimate sebesar 0,829413. berpengaruh positif terhadap kinerja SDM nilai hitung (47,076344) > t tabel (1,66), yang berarti Hipotesis (Ha) diterima atau Ho ditolak pada level of error 5%. Hipotesa (H3) ada pengaruh positif *knowledge capability* terhadap kinerja SDM Disimpulkan terdapat pengaruh signifikan dan positif *knowledge capability* terhadap kinerja SDM artinya semakin tinggi *knowledge capability* maka akan meningkatkan kinerja SDM. Ada pengaruh positif *knowledge capability* terhadap *process capability* , original sample estimate sebesar 0,497476. berpengaruh positif terhadap *process capability* nilai hitung (11,832929) > t tabel (1,66), yang berarti Hipotesis (Ha) diterima atau Ho ditolak pada level of error 5%. hipotesa (H4) ada pengaruh positif *knowledge capability* terhadap *process* disimpulkan terdapat pengaruh signifikan dan positif *knowledge capability* terhadap *process capability* artinya semakin tinggi *knowledge capability* maka akan meningkatkan *process capability* Ada pengaruh positif *process capability* terhadap kinerja SDM, original sample estimate sebesar 0,060491. berpengaruh positif terhadap kinerja SDM (y2) nilai t hitung (2,314483) > t tabel (1,66), yang berarti Hipotesis (Ha) diterima atau Ho ditolak pada level of error 5%. Hipotesa (H5) ada pengaruh positif *process capability* terhadap kinerja SDM hipotesa disimpulkan terdapat pengaruh signifikan dan positif *process capability* terhadap kinerja SDM artinya semakin tinggi *process capability* maka akan meningkatkan kinerja SDM Berdasarkan hasil dapat disimpulkan bahwa semakin tinggi *knowledge assets*, *knowledge capability* akan berpengaruh terhadap kinerja SDM, semakin tinggi *knowledge assets*, *knowledge capability* akan berpengaruh pada *process capability*.

Kata Kunci : *knowledge assets*, *knowledge capability*, *process capability*, kinerja SDM

ABSTRACT

This research is to analyze the effect of knowledge asset, knowledge capability against Human Resource performance through the capability process and analyze the effect of knowledge assets, knowledge capability against process capability. The population of this research were 272 nurses in Puskesmas Kabupaten Demak, 100 nurses were taken as sample according to calculation by using Slovin formula. The analysis with Partial Least Square (PLS) approach. The testing result states that there is a positive effect of knowledge assets against the human resource performance original sample estimate is 0.109708. counting value (4.474777) > t table (1.66). It means that the hypothesis (Ha) is accepted or Ho is rejected in level of error 5%. It is concluded (H1) that there is positive effect and significant knowledge assets against the human resource performance. it means that the higher knowledge assets will give effect to human resource performance. There is effect of knowledge assets against the process capability original sample estimate is 0.378535. it has positive effect against process capability (y1) counting value (7.859154) > t table (1.66). it means that the hypothesis (Ha) is accepted or Ho is rejected in level of error 5%, It is concluded (H2) there is significant effect and positive knowledge assets against process capability. It means that the higher knowledge assets , then it will increase the process capability, there is positive effect of knowledge capability against the human resource performance original sample estimate is 0.829431. It has positive effect against the human resource performance counting value (47.076344) > t table (1.66), it means that hypothesis (Ha) is accepted or Ho is rejected in level of error 5%. Hypothesis (H3) there is positive effect of knowledge capability against human resource performance It is concluded that there is significant effect and positive knowledge capability against human resource performance it means that the higher knowledge capability, then it will increase human resource performance . There is positive knowledge capability against process capability original sample estimate is 0.497476. it has positive effect against process capability counting value (11.832929) > t table, It means that hypothesis (Ha) is accepted or Ho is rejected on level of error 5%. Hypothesis (H4) there is positive effect of knowledge capability against process capability. It is concluded that there is significant effect and positive knowledge capability against process capability. It means that the higher knowledge capability then it will increase process capability. There is positive effect of process capability against human resource performance original sample estimate is 0.060491. it has positive effect against human resource performance counting t value (2.314483) > t table (1.66), it means that hypothesis (Ha) is accepted or Ho is rejected on level of error 5%. Hypothesis (H5) there is positive effect of process capability against human resource performance It is concluded that there is significant effect and positive process capability against human resource performance it means that the higher process capability then it will increase the human resource performance . According to the result then it can be concluded that the higher knowledge assets, knowledge capability.

Key word : knowledge assets, knowledge capability, process capability., Human Resource performance