

ABSTRACT

The purpose of this study is to describe and analyze empirically the effect of human capital, social capital, organizational identity on employee performance. The population in this study were 100 employees of the Regional Office of the National Land Agency of Central Java Province using a questionnaire. The sampling method uses purposive sampling method, namely the technique of determining samples with certain considerations. The method of analysis uses multiple linear regression. Based on data analysis, it can be concluded that there is a positive and significant influence on the human capital variable on social capital. there is a positive and significant effect of variable social capital on organizational identity and employee performance. There is a positive and significant influence on organizational identity variables on employee performance. The influence of the human capital variable on social capital is 32.2%. The influence of the variable social capital on organizational identity is 10%. While the influence of variable social capital and organizational identity on employee performance is 68%.

Keywords: Human Capital, Social Capital, Organizational Identity, and Employee Performance

ABSTRAK

Tujuan penelitian ini mendeskripsikan dan menganalisis secara empiris pengaruh *human capital*, modal sosial, identitas organisasi terhadap kinerja pegawai. Populasi dalam penelitian ini adalah pegawai Kanwil Badan Pertanahan Nasional Provinsi Jawa Tengah sebanyak 100 orang dengan menggunakan kuesioner. Metode pengambilan sampling menggunakan metode *purposive sampling* yaitu teknik penentuan sampel dengan pertimbangan tertentu. Metode analisis menggunakan regresi linier berganda. Berdasarkan analisis data dapat disimpulkan bahwa terdapat pengaruh positif dan signifikan variabel *human capital* terhadap modal sosial, terdapat pengaruh positif dan signifikan variabel modal sosial terhadap identitas organisasi dan kinerja pegawai. Terdapat pengaruh positif dan signifikan variabel identitas organisasi terhadap kinerja pegawai. Pengaruh variabel *human capital* terhadap modal sosial sebesar 32,2%. Pengaruh variabel modal sosial terhadap identitas organisasi sebesar 10%. Sedangkan pengaruh variabel modal sosial dan identitas organisasi terhadap kinerja pegawai sebesar 68%.

Kata Kunci : *Human Capital*, Modal Sosial, Identitas Organisasi, dan Kinerja Pegawai