

## ABSTRAK

Penelitian tesis dengan judul Peran *Human Capital* dan Keterlibatan Karyawan dalam Upaya Peningkatan Kinerja SDM bertujuan untuk menguji dan menganalisis adanya peran variabel sebagai variabel intervening antara pengaruh *Human Capital* dan Keterlibatan Karyawan, melalui Aplikasi Pengetahuan terhadap Kinerja SDM.

Populasi pada penelitian ini adalah 61 pegawai pada Dinas Kesehatan Kab. Buton Utara. Pengambilan sampel menggunakan teknik *sensus* yaitu seluruh pegawai pada Dinas Kesehatan Kab. Buton Utara. Dan jumlah responden yang mengembalikan questioner sebanyak 56 pegawai. Untuk menguji hipotesis menggunakan analisis regresi linear berganda (*multiple linear regression*) dengan aplikasi program *Partial Least Square* (PLS).

Berdasarkan hasil analisis data menunjukkan bahwa (1) *Human capital* berpengaruh signifikan terhadap kinerja SDM, (2) *Human capital* berpengaruh signifikan terhadap aplikasi pengetahuan, (3) Ada pengaruh signifikan antara keterlibatan karyawan terhadap aplikasi pengetahuan, (4) Keterlibatan karyawan berpengaruh signifikan terhadap kinerja SDM dan (5) Aplikasi pengetahuan berpengaruh signifikan terhadap kinerja SDM.

**Kata Kunci** : *Human Capital*, keterlibatan karyawan, aplikasi pengetahuan, dan kinerja SDM.

## ABSTRACT

*Thesis with title the Role of Human Capital and Employee Involvement in Improving the Performance of Human Resources is to examine and analyze the role of the variables as an intervening variable between under-influence capital and employee involvement, through the application of knowledge on the performance of human resources.*

*The number of population in this are 61 employees at the district health department North Buton. Sampling using census that all employees at the district health department North Buton. In the number of respondenst who returns the questionnaire as many as 56 employees. To test the hypothesis using multiple linear regression analysisi with the application program Partial Least Square (PLS).*

*Based on the results of data analysis showed that (1) Human capital have a significant effect on the performance of human resources, (2) Human capital significantly influence the application of knowledge, (3) There is a significant effect between employee engagement against the application of knowledge, (4) The involvement of employees have a significant effect on performance of HR , and (5) The application of knowledge have a significant effect on the performance of human resources.*

***Keywords : Human capital, employee involvement, the application of knowledge, performance of human serources.***