

## ABSTRAK

Penelitian tesis dengan judul Peningkatan Kinerja Sumber Daya Manusia Melalui Modal Manusia, Budaya Organisasi dan Kemampuan Inovasi bertujuan untuk menguji dan menganalisis adanya pengaruh variabel kemampuan inovasi sebagai variabel intervening antara pengaruh *human capital* dan budaya organisasi, terhadap Kinerja SDM.

Populasi pada penelitian ini adalah 75 pegawai pada Rumah Sakit Umum Daerah Kab. Buton Utara. Pengambilan sampel menggunakan teknik *sensus* yaitu seluruh pegawai pada Rumah Sakit Umum Daerah Kab. Buton Utara. Dan semua responden dapat mengembalikan kuesioner. 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 terhadap kinerja SDM, (2) *Human capital* berpengaruh terhadap kemampuan inovasi, (3) Ada pengaruh signifikan antara budaya organisasi terhadap kemampuan inovasi, (4) budaya organisasi berpengaruh signifikan terhadap kinerja SDM dan (5) kemampuan inovasi berpengaruh signifikan antara terhadap kinerja SDM.

**Kata Kunci :** *Human capital*, budaya organisasi, kemampuan inovasi, dan kinerja SDM.

## **ABSTRACT**

*Research thesis entitled Performance Improvement of Human Resources Through Human Capital, Organizational Culture and Innovation Capability aims to test and analyze the influence of variables innovation capability as an intervening variable between Human Capital and influence organizational culture, to the HR performance.*

*The population in this study were 75 employees at the Regional General Hospital District. North Buton. Sampling using census that all employees at the General Hospital of the District. North Buton. And all respondents could return the questionnaires. To test the hypothesis using multiple linear regression analysis (multiple linear regression) with the application program Partial Least Square (PLS).*

*Based on the results of data analysis showed that (1) Human capital affect the performance of human resources, (2) Human capital affect the ability of innovation, (3) There is a significant influence of organizational culture on innovation capabilities, (4) a significant effect on organizational culture and HR performance (5) the ability to significantly influence innovation between the performance of human resources.*

**Keywords :** *Human Capital, organizational culture, innovation capability, and performance of human resources.*