

ABSTRAK

PENGEMBANGAN KINERJA SUMBER DAYA MANUSIA DAN MODAL MANUSIA (*HUMAN CAPITAL*) BERBASIS BERBAGI PENGETAHUAN (*KNOWLEDGE SHARING*). PADA PT. BANK CIMB NIAGA CABANG SURABAYA

Penelitian ini bertujuan untuk menganalisis pengembangan kinerja sumber daya manusia dan modal manusia (*human Capital*) berbasis berbagi pengetahuan (*knowledge sharing*), Serta menganalisis variabel yang berpengaruh dominan terhadap kinerja sumber daya manusia. Penelitian ini dilaksanakan pada PT. BANK CIMB NIAGA cabang Surabaya.

Metode yang dilakukan dalam pengumpulan data adalah melalui wawancara, dan kuesioner. Data dianalisis dengan menggunakan analisis uji validitas, uji reabilitas, uji asumsi klasik, path analysis, dan uji intervening.

Hasil penelitian menunjukkan bahwa implementasi pengembangan pengembangan kinerja sumber daya manusia dan modal manusia (*human Capital*) berbasis berbagi pengetahuan (*knowledge sharing*), pada PT. CIMB NIAGA cabang Surabaya yang terdiri dari *Knowledge Donating*, *Knowledge Collecting*, Modal Manusia (*Human Capital*), dan Kinerja Sumber daya Manusia secara simultan berpengaruh positif signifikan terhadap Kinerja Sumber Daya Manusia pada PT. CIMB NIAGA cabang Surabaya, dan variabel *Knowledge Donating* dan *Knowledge Collecting* berpengaruh langsung terhadap Kinerja Sumber Daya Manusia tanpa melalui *Human Capital*.

Kata Kunci : Kinerja Sumber Daya Manusia, *Human Capital*, *Knowledge sharing* : *Knowledge Donating* dan *Knowledge Collecting*

ABSTRACT

This study aims to analyze the performance development of human resources and *human Capital (human Capital)* through the sharing of knowledge (*knowledge sharing*), as well as analyze the variables the dominant influence on the performance of human resources. The research was conducted at PT. BANK CIMB Niaga Surabaya branch.

The method is performed in data collection is by interview and questionnaire. Data were analyzed using analysis of validity, rehabilitation, classic assumption test, path analysis, and test intervening.

The results showed that the implementation of the development of performance development of human resources and *human Capital (human Capital)* through the sharing of knowledge (*knowledge sharing*), PT. CIMB Niaga Surabaya branch comprising Donating Knowledge, Knowledge Collecting, *Human Capital (Human Capital)*, Human Resources and Performance simultaneously significant positive effect on performance Human Resources at PT. CIMB Niaga Surabaya branch, and the variable Knowledge and Knowledge Collecting Donating directly affect the performance without going through the Human Resources *Human Capital*.

Keywords: Performance Human Resources, *Human Capital*, *Knowledge sharing*: Donating Knowledge and Knowledge Collecting