

ABSTRAKSI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *learning orientation* dan modal sosial terhadap kinerja SDM dengan komitmen afektif sebagai variabel intervening pada PT. SAI Apparel Industries Semarang. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi PT. SAI Apparel Industries Semarang sebanyak 3.100 orang, dengan jumlah sampel sebesar 97 responden. Teknik pengambilan sampel adalah *Proportional Random Sampling*. Alat analisisnya adalah path analisis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil penelitian menunjukkan bahwa *learning orientation* dan modal sosial terbukti berpengaruh positif dan signifikan terhadap komitmen afektif dan kinerja SDM. Komitmen afektif berpengaruh positif dan signifikan terhadap kinerja SDM. Komitmen afektif mampu menjadi variabel intervening antara *learning orientation* terhadap kinerja SDM, artinya semakin tinggi *learning orientation*, maka akan semakin membuat karyawan mampu menyesuaikan diri antara sistem dengan lingkungan kerjanya sehingga akan meningkatkan komitmen afektif karyawan dalam pencapaian kinerja secara maksimal. Komitmen afektif mampu menjadi variabel intervening antara modal sosial terhadap kinerja SDM, dapat diartikan bahwa tinggi modal sosial, maka akan semakin terbentuknya rasa kebersamaan, kesetiakawanan, dan sekaligus tanggungjawab akan kemajuan bersama dalam mendukung komitmen afektif karyawan, sehingga tentu akan berdampak pada tingginya kinerja karyawan secara maksimal.

Kata Kunci : *Learning orientation*, modal sosial, komitmen afektif dan kinerja SDM.

ABSTRACT

This study aims to determine and analyze the influence of learning orientation and social capital on human resource performance with affective commitment as an intervening variable at PT. SAI Apparel Industries Semarang. Population in this research is all employees of production of PT. SAI Apparel Industries Semarang as many as 3100 people, with a sample size of 97 respondents. The sampling technique is Proportional Random Sampling. The analytical tool is the path of analysis, where previously tested the validity and reliability as well as the classical assumption test.

The results showed that learning orientation and social capital proved to have positive and significant impact on affective commitment and human resource performance. Affective commitment has a positive and significant effect on human resource performance. Affective commitment can be an intervening variable between learning orientation towards human resource performance, meaning higher learning orientation, it will increasingly make the employees able to adjust themselves between the system with the work environment so that it will increase the affective commitment of employees in achieving maximum performance. Affective commitment can be a variable intervening between social capital to human resource performance, it can be interpreted that the height of social capital, the more the formation of a sense of togetherness, solidarity, and also the responsibility of common progress in supporting employees affective commitment, which will certainly impact on the high performance of employees maximum.

Keywords: Learning orientation, social capital, affective commitment and human resource performance