

ABSTRACT

The purpose of this study was to test a model in which social capital and information technology predict innovative behavior and human resource performance. A total of 105 respondents completed questionnaires on social capital, information technology, innovative behavior, and human resource performance. Results from structural equation modeling based smartPLS 3.0 confirmed that 1) social capital was positively related to innovative behavior and human resource performance; 2) innovative behavior was positively related to human resource performance; and 3) information technology moderated the relationships between innovative behavior and human resource performance.

ABSTRAKSI

Penelitian ini bertujuan untuk menguji sebuah model penelitian dimana *social capital* dan teknologi informasi memprediksi perilaku proaktif dan kinerja sumber daya manusia. Ada sebanyak 105 responden yang mengisi dan melengkapi kuesioner tentang *social capital*, teknologi informasi, perilaku proaktif, dan kinerja sumber daya manusia. Hasil analisis data menggunakan model persamaan struktural berbasis smartPLS 3.0 membuktikan bahwa 1) *social capital* berpengaruh positif terhadap perilaku proaktif dan kinerja sumber daya manusia; 2) perilaku proaktif berpengaruh positif terhadap kinerja sumber daya manusia; dan 3) teknologi informasi memoderatori hubungan antara perilaku proaktif dan kinerja sumber daya manusia.