

# **ANALISIS *HUMAN CAPITAL* DAN DAMPAKNYA TERHADAP KINERJA PEGAWAI NEGERI SIPIL PADA DINAS PEKERJAAN UMUM KOTA BANDUNG**

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## **ABSTRAK**

Pada penelitian ini, penulis menemukan adanya fenomena belum tercapainya target penilaian kinerja Pegawai Negeri Sipil (PNS) Dinas Pekerjaan Umum Kota Bandung. Serta rendahnya kualitas *human capital* yang memiliki nilai dibawah skor ideal. Tujuan penelitian ini adalah untuk mengetahui kondisi *human capital* PNS dan pengaruhnya melalui 5 komponen yaitu *individual capability*, *individual motivation*, *organizational climate*, *workgroup effectiveness* dan *leadership* terhadap kinerja PNS. Objek dalam penelitian ini adalah PNS pada Dinas Pekerjaan Umum Kota Bandung dengan jumlah populasi sebanyak 157 orang dan diambil sampel sebanyak 56 orang menggunakan teknik pengambilan sample slovin.

Penelitian ini menggunakan metode deskriptif dan verifikatif. Metode ini digunakan untuk menguji lebih dalam mengenai pengaruh human capital terhadap kinerja PNS pada Dinas Pekerjaan Umum Kota Bandung. Setelah metode terkumpul, kemudian dilakukan analisis dan uji hipotesis menggunakan regresi linier berganda.

Berdasarkan hasil pengujian statistik, diketahui bahwa variable yang berpengaruh hanya *individual motivation*, sedangkan *individual capability*, *organizational climate*, *workgroup effectiveness*, dan *leadership* tidak berpengaruh secara signifikan, dan tidak berpengaruh secara simultan terhadap kinerja PNS pada Dinas Pekerjaan Umum

**Kata kunci:** *Human Capital, Individual Capability, Individual Motivation, Organizational Climate, Workgroup Effectiveness, Leadership, Kinerja PNS*

**ANALYSIS OF HUMAN CAPITAL AND ITS IMPACT ON THE  
PERFORMANCE OF CIVIL STATE EMPLOYEES IN PUBLIC WORKS  
OFFICE OF CITY OF BANDUNG**

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**ABSTRACT**

*In this study, the authors found a phenomenon of not achieving the target of the performance assessment of Civil Servants (PNS) of the Public Works Office of the City of Bandung. And the low quality of human capital which has a value below the ideal score. The purpose of this study was to determine the condition of civil servants' human capital and its influence through 5 components, namely individual capability, individual motivation, organizational climate, workgroup effectiveness and leadership on the performance of civil servants. The object in this study was civil servants at the Public Works Office of the City of Bandung with a population of 157 people and a sample of 56 people used the Slovin sampling technique.*

*This study uses descriptive and verification methods. This method is used to examine more deeply the effect of human capital on the performance of civil servants in the Bandung Public Works Office. After the method is collected, then the analysis and hypothesis testing are carried out using multiple linear regression.*

*Based on the results of statistical tests, it is known that variables that influence only individual motivation, while individual capability, organizational climate, work group effectiveness, and leadership do not significantly influence, and do not have a simultaneous effect on the performance of civil servants at the Public Works Service.*

**Keywords: Human Capital, Individual Capability, Individual Motivation, Organizational Climate, Workgroup Effectiveness, Leadership, Civil Servant Performance**