

ABSTRACT

Rima Putri Fadhillah. 2023. *The Influence of Human Capital and Organizational Commitment on Employees' Performance at PT. Bank Perkreditan Rakyat Baturaja.* This study was under the guidance of RosmalaDewi, S.E., M.Si. and Dahlia, S.E., M.Si.

This study discussed Human Capital and Organizational Commitment to Employees' Performance at PT. Bank Perkreditan Rakyat Baturaja. The data collection technique used in this study was by distributing questionnaires. Total population were 56 people. The data analysis technique used was Multiple Linear Regression. Based on the results of partial analysis, there was an influence of Human Capital and Organizational Commitment on Employees' Performance at PT. Bank Perkreditan Rakyat Baturaja with a t value of 4.622, and organizational commitment (X2) had an influence on Employees' Performance (Y) at PT. Bank Perkreditan Rakyat Baturaja with a t-count value of 3.620. Simultaneously it was found that there was an influence of Human Capital and Organizational Commitment on the performance of employees of PT. Bank Perkreditan Rakyat Baturaja with a calculated F value of 90.394. The coefficient of determination (R²) was obtained at 0.773. This showed that the contribution of the influence of Human Capital and Organizational Commitment on Performance was 77.3%, while the remaining 22.7% was influenced by other variables outside of this study, namely intelligence, physical condition, personality and way of thinking (Mangkunegara, 2015: 120).

Keywords: *Human Capital, Organizational Commitment, Performance*

ABSTRAK

Rima Putri Fadhilla. 2023. Pengaruh *Human Capital* dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Bank Perkreditan Rakyat Baturaja. Skripsi Dibimbing oleh Ibu Rosmala Dewi, S.E., M.Si. Selaku Pembimbing I, dan Ibu Dahlia, S.E., M.Si. Selaku Pembimbing II.

Penelitian ini membahas tentang Human Capital Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Bank Perkreditan Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 56 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh *Human Capital* Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Bank Perkreditan Baturaja. dengan nilai t hitung sebesar sebesar 4,622, dan komitmen organisasi (X_2) berpengaruh terhadap Kinerja Karyawan (Y) PT. Bank Perkreditan Rakyat Baturaja dengan nilai t-hitung sebesar 3,620. Secara simultan didapatkan ada pengaruh Human Capital dan Komitmen Organisasi terhadap kinerja karyawan PT. Bank Perkreditan Rakyat Baturaja dengan nilai F hitung sebesar 90,394.. Koefisien determinasi (R^2) diperoleh sebesar 0,773. Hal ini menunjukkan berarti sumbangan pengaruh *Human Capital* Dan Komitmen Organisasi Terhadap Kinerja sebesar 77,3, % sedangkan sisanya 22,7 % dipengaruhi oleh variabel lain diluar penelitian ini yaitu kecerdasan, kondisi fisik, kepribadian dan cara berfikir (Mangkunegara, 2015:120).

Kata Kunci : *Human Capital*, Komitmen Organisasi, Kinerja