

## ABSTRAK

### **MIJY SWANDI TANJUNG, NIM 7213210032, PENGARUH *HUMAN CAPITAL* DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN LABERSA TOBA HOTEL & CONVENTION CENTER DI KOTA BALIGE**

Penelitian ini bertujuan untuk menguji pengaruh *Human Capital* dan Komitmen Organisasi terhadap kinerja karyawan pada Labersa Toba Hotel & Convention Center di Kota Balige. Populasi dalam penelitian ini adalah seluruh karyawan Labersa Toba Hotel & Convention Center dengan jumlah sampel sebanyak 129 karyawan, yang dipilih dengan menggunakan teknik sampling total. Penelitian ini menggunakan pendekatan kuantitatif dengan instrumen pengumpulan data berupa kuesioner. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, *path analys*, dan uji *upsilon (v)*. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan antara *Human Capital* terhadap kinerja karyawan. Terdapat pengaruh yang signifikan antara Komitmen Organisasi terhadap kinerja karyawan, Terdapat pengaruh yang signifikan antara *Human Capital* terhadap Komitmen Organisasi. Secara tidak langsung, terdapat pengaruh Komitmen Organisasi dalam Memediasi pengaruh *Human Capital* terhadap Kinerja Karyawan pada Labersa Toba Hotel & Convention Center di Kota Balige. Penelitian ini memberikan rekomendasi kepada perusahaan untuk memperhatikan aspek *Human Capital* dan komitmen organisasi agar dapat mencapai target perusahaan.

**Kata kunci :** *Human Capital*, Komitmen Organisasi, Kinerja Karyawan

## ABSTRACT

### **MIJY SWANDI TANJUNG, NIM 7213210032, THE INFLUENCE OF HUMAN CAPITAL AND ORGANIZATIONAL COMMITMENT ON THE PERFORMANCE OF LABERSA TOBA HOTEL & CONVENTION CENTER EMPLOYEES IN THE CITY OF BALIGE**

This study aims to examine the effect of Human Capital and Organizational Commitment on employee performance at Labersa Toba Hotel & Convention Center in Balige City. The population in this study were all employees of Labersa Toba Hotel & Convention Center with a sample size of 129 employees, who were selected using the total sampling technique. This study uses a quantitative approach with data collection instruments in the form of questionnaires. The data analysis techniques used include validity test, reliability test, classical assumption test, path analysis, and upilon (v) test. The results showed that there is a significant influence between Human Capital on employee performance. There is a significant influence between Organizational Commitment on employee performance, There is a significant influence between Human Capital on Organizational Commitment. Indirectly, there is an effect of Organizational Commitment in Mediating the effect of Human Capital on Employee Performance at Labersa Toba Hotel & Convention Center in Balige City. This study provides recommendations for companies to pay attention to aspects of Human Capital and Organizational Commitment in order to achieve company targets.

**Keywords:** Human Capital, Organizational Commitment, Employee Performance