

ABSTRAK

Hasnawati. 2023. Pengaruh Kompetensi *Human Capital*, *Relational Capital* Dan *Organizational Capital* Terhadap Kinerja Pegawai Dinas Pariwisata Dan Kebudayaan Kabupaten Gowa (Dibimbing Edi jusriadi dan M yusuf Alfian Rendra Anggoro KR)

Tujuan Penelitian ini adalah untuk menguji dan menganalisis pengaruh kompetensi human capital, relational capital dan organizational capital terhadap kinerja pegawai Dinas Pariwisata dan Kebudayaan Kabupaten Gowa. Populasi adalah seluruh pegawai Dinas Pariwisata dan Kebudayaan Kabupaten Gowa sebanyak 45 orang, dengan menggunakan sampling jenuh, yaitu Teknik penentuan sampel dengan menjadikan semua anggota populasi sebagai sampel. Teknik pengumpulan data dilakukan melalui penyebaran kusioner dengan analisis data dengan menggunakan perhitungan statistic melalui aplikasi statistical package for the social science (SPSS). Hasil penelitian menemukan bahwa kompetensi *human capital* berpengaruh positif dan signifikan terhadap kinerja pegawai, *relational capital* berpengaruh positif dan signifikan terhadap kinerja pegawai dan *organizational capital* berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pariwisata dan Kebudayaan Kabupaten Gowa.

Kata kunci : **Kompetensi *HC*, *RC*,*OC* dan Kinerja**



ABSTRACT

Hasnawati. 2023. **The effect of human capital competence, relational capital and organizational capital on the performance of employees of the Gowa Regency Tourism and Culture Office** (Supervised by Edi Jusriadi and M Yusuf Alfian Rendra Anggoro KR)

The purpose of this study was to test and analyze the influence of human capital competence, relational capital and organizational capital on the performance of employees of the Gowa Regency Tourism and Culture Office. The population is all employees of the Gowa Regency Tourism and Culture Office of 45 people, using saturated sampling, namely the technique of determining the sample by making all members of the population as samples. Data collection techniques were carried out through distributing questionnaires with data analysis using statistical calculations through the application of the statistical package for the social sciences (SPSS). The results of the study found that human capital competence had a positive and significant effect on employee performance, relational capital had a positive and significant effect on employee performance and organizational capital had a positive and significant effect on employee performance at the Gowa Regency Tourism and Culture Office.

Keywords: ***HC Competence, RC, OC and Performance.***