

## ABSTRAK

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### Pengaruh Pengadaan, Pengembangan SDM Terhadap Modal Intelektual Serta Implikasinya Terhadap Kinerja Karyawan PT. Dirgantara Indonesia

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Masalah penelitian ini adalah tingkat *rejection* pekerjaan yang tinggi, lemahnya koordinasi antar unit kerja dalam mengantisipasi dan penyelesaian masalah pada setiap proyek, ini menjadi kecenderungan tingkat kinerja karyawan menurun. Kajian difokuskan pada pengaruh faktor: pengadaan, pengembangan dan intelektual kapital. Penelitian bertujuan untuk mendiskripsikan, menganalisis, dan menguji pengaruh pengadaan, pengembangan SDM terhadap intelektual kapital serta implikasinya terhadap kinerja karyawan PT. Dirgantara Indonesia. Metode *descriptive* dan *explanatory* digunakan untuk : mengumpulkan, menyajikan, menganalisis data, serta menguji hipotesis. Untuk menarik kesimpulan, digunakan *Structural Equation Modeling (SEM)* dengan bantuan *Software AMOS 20.00*, dan *SPSS*. Disain penelitian yang digunakan adalah survey dengan unit analisis *core knowledge worker*. Adapun jumlah sampel sebesar 303 dari 1245 karyawan, berdasarkan rumus Slovin. Hasil penelitian terdapat pengaruh antara pengadaan dan pengembangan SDM secara simultan terhadap modal intelektual, serta pengaruh antara pengadaan dan pengembangan SDM baik secara simultan maupun parsial terhadap kinerja karyawan melalui modal intelektual. Temuan penelitian berdasarkan variabel : (1) Pengadaan SDM menunjukkan kontribusi rendah baik terhadap modal intelektual maupun tingkat kinerja karyawan, dimensi pengadaan rendah tertinggi adalah seleksi dan terendah dimensi rekrutmen.(2) pengembangan SDM menunjukkan kontribusi rendah baik terhadap modal intelektual maupun kinerja karyawan, dimensi pengembangan SDM rendah tertinggi adalah pendidikan dan terendah dimensi pelatihan.(3) modal intelektual menunjukkan kontribusi cukup tinggi terhadap kinerja karyawan, dimensi modal intelektual tertinggi adalah dimensi *social capital* dan terendah dimensi *structure capital*. (4) Skor dimensi kinerja karyawan tertinggi berdasarkan persepsi responden adalah tujuan, sedangkan terendah adalah motif.

**Kata Kunci:** Pengadaan, Pengembangan SDM, Modal Intelektual dan Kinerja Karyawan.

## ABSTRACT

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***The Influence of Human Procurement, Development on Intellectual Capital and Its Implication on Employees Performance of Indonesian Aerospace, Ltd. Under guidance of Prof.Dr. H. Eeng Ahman, Msi, Dr. H. Edi Suryadi, M.Si., and Dr. H. Kusnendi, MS***

*The focus of this research is the higher of job rejection result and low of coordination among unit in problem solving of all the projects which tend to decline of employees performance. The main issues discussed in this reseach that influence it, namely human procurement, development and intellectual capital. T he research aims to describe, analyze, and test the influence of human procurement, development on intellectual capital and its implication on employees performance of Indonesian Aerospace, Ltd. The research used was descriptive and explanatory survey method, so the research attempt to collect, present, analyze, and test hypotheses, to make a consclusions were used Structural Equation Model (SEM) approach with a helping of AMOS version 20.00 program and SPSS. The design of study is a survey reseach, the unit analysis selected were core knowledge worker. Sampling was conducted by proportional random sampling technique, and obtained a sample size of 303 from 1245 employees, based on Slovin's formula. The results showed that human procurement, development simultaneously, positive and significant effect on intellectual capital, and human procurement, development either partialy or simultaneously have positive and significant effect on employees performance level throught intellectual capital. The finding are:(1) human procurement shows low contribution either for intellectual capital or employees performance , the highest score of human procurement dimension is selection and the lowest is recruitment dimension. 2) human development shows low contribution for either intellectual capital or employees performance, the highest score of human development dimension is education and the lowest is training dimension (3) intellectual capital shows moderate scores on employees performance level, the highest score of intellectual capital dimension is social capital and the lowest is structure capital dimension. (4) the highest score size of employees performance level dimension based on employees perception is goal and the lowest is motive dimension.*

**Keyword:** *Human Procurement, Development, Intellectual Capital and Employees Performance.*