

**ANALYSIS OF THE ROLE OF HUMAN CAPITAL
IN MEDIATING THE INFLUENCE OF TEAM WORK,
DIGITAL COMPETENCE, KNOWLEDGE SHARING AND
WORK DISCIPLINE ON EMPLOYEE PERFORMANCE
AT COMMUNITY HEALTH CENTERS IN BANJAR CITY**

ABSTRACT

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The objectives of this ressearch were to know and to analysis of the role of human capital in mediating the influence of team work, digital competence, knowledg sharing and work discipline on employee performance at Community Health Centers in Banjar City. The research method used explanatory research method, with is sample in this research was health workers at Community Health Centers in Banjar City. By using Partial Least Square-Structural Equation Model (PLS-SEM), the study found that team work, digital competence, knowledge sharing and work discipline, have positive significant effect to human capital; team work, digital competence, knowledge sharing and work discipline have positive significant effect to employee performance; and human capital have positive significant effect to employee performance. Then it was found that human capital can mediate the effect of team work, digital competence, knowledge sharing and work discipline on employee performance. So the hypothesis was verified.

Keywords : team work, digital competence, knowledge sharing, work discipline, human capital, employee performance

**ANALISIS PERAN *HUMAN CAPITAL* DALAM MEMEDIASI
PENGARUH *TEAM WORK*, *DIGITAL COMPETENCE*,
KNOWLEDGE SHARING DAN DISIPLIN KERJA
TERHADAP KINERJA PEGAWAI
PADA PUSKESMAS DI KOTA BANJAR**

ABSTRAK

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Tujuan penelitian ini adalah mengetahui dan menganalisis peran *human capital* dalam memediasi pengaruh *team work*, *digital competence*, *knowledge sharing* dan disiplin kerja terhadap kinerja pegawai. Metode penelitian yang digunakan adalah metode survey, dengan sampel tenaga kesehatan pada Puskesmas di Kota Banjar. Dengan menggunakan *Partial Least Square-Structural Equation Model (PLS-SEM)*, penelitian menemukan bahwa *team work*, *digital competence*, *knowledge sharing* dan disiplin kerja memiliki pengaruh positif yang signifikan terhadap *human capital*; *team work*, *digital competence*, *knowledge sharing* dan disiplin kerja memiliki pengaruh positif yang signifikan terhadap kinerja pegawai; dan *human capital* memiliki pengaruh positif yang signifikan terhadap kinerja pegawai. Kemudian ditemukan bahwa *human capital* dapat memediasi pengaruh *team work*, *digital competence*, *knowledge sharing* dan disiplin kerja terhadap kinerja pegawai. Dengan demikian seluruh hipotesis telah teruji kebenarannya.

Keywords : *team work*, *digital competence*, *knowledge sharing*, disiplin kerja, *human capital*, kinerja pegawai