ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Profesionalisme dan *Human Capital* terhadap Kinerja Karyawan dengan Motivasi sebagai variabel Intervening di Badan Pusat Statistik Provinsi Sumatera Barat. Sampel dalam penelitian ini berjumlah 70 karyawan. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Hasil penelitian menunjukkan bahwa diduga Profesionalisme dan *Human Capital* berpengaruh positif dan signifikan terhadap Motivasi. Selain itu diduga Profesionalisme dan *Human Capital* berpengaruh positif dan signifikan terhadap Kinerja Karyawan di Badan Pusat Statistik Provinsi Sumatera Barat. Sedangkan tidak terdapat pengaruh positif dan signifikan Motivasi terhadap Kinerja Karyawan.

Kata kunci : profesionalisme, *human capital*, kinerja karyawan, motivasi

ABSTRACT

This study aims to determine the effect of Professionalism and Human Capital on Employee Performance with Motivation as an Intervening variable at the Central Bureau of Statistics of West Sumatra Province. The sample in this study amounted to 70 employees. The data analysis method used is multiple linear regression analysis and path analysis.

The results showed that it was suspected that Professionalism and Human Capital had a positive and significant effect on motivation. In addition, it is suspected that professionalism and human capital have a positive and significant effect on employee performance at the Central Statistics Agency of West Sumatra Province. Meanwhile, there is no positive and significant effect of motivation on employee performance.

Keywords: professionalism, human capital, employee performance, motivation