

RINGKASAN

Penelitian ini bertujuan untuk menguji peran mediasi *human capital* dan pembelajaran organisasi dalam memediasi pengaruh *knowledge management* terhadap kinerja perguruan tinggi. Berdasarkan studi teoritis dan empiris, maka penelitian ini mengembangkan model terhadap variabel yang diamati, yang selanjutnya diuji dengan menggunakan pemodelan persamaan struktural (SEM) pendekatan WarpPLS dengan bantuan *software* WarpPLS version 6.0. Data dikumpulkan melalui penyebaran kuesioner terhadap pejabat struktural pada perguruan tinggi terpilih yaitu Rektor/Ketua; Wakil Rektor/Wakil Ketua; Dekan, Ketua Program Studi; Kepala Badan Penjaminan Mutu; Kepala Lembaga Penelitian dan Pengabdian pada Masyarakat. Data yang terkumpul sebanyak 70 responden, merupakan sampel jenuh dari populasi yang terdiri dari 7 perguruan tinggi.

Hasil penelitian menunjukkan bahwa *human capital* dan pembelajaran organisasi merupakan variabel mediasi sebagian (*partial mediation*) pengaruh *knowledge management* terhadap kinerja perguruan tinggi dengan kontribusi mutlak pembelajaran organisasi yang lebih besar dibandingkan dengan *human capital*, artinya apabila perguruan tinggi ingin meningkatkan kinerjanya harus dimulai dari pelaksanaan *knowledge management* yang baik dengan lebih memberikan perhatian pada pembelajaran organisasi. Hasil penelitian ini menunjukkan bahwa teori RBV dan KBV juga berlaku pada perguruan tinggi, bahwa apabila dosen-dosen dapat menampilkan karyanya yang unik dan susah ditiru serta perguruan tinggi dapat mengelola sumber daya dengan baik akan dapat menciptakan keunggulan kompetitif yang berkelanjutan sehingga kinerja perguruan tinggi juga akan terus meningkat. Temuan penelitian ini memberikan implikasi penting terhadap teori dan praktis terkait pengelolaan sumber daya manusia dan kinerja perguruan tinggi.


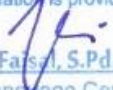
Kata kunci: *knowledge management*, *human capital*, pembelajaran organisasi, kinerja perguruan tinggi.

ABSTRACT

This research aimed to examine the mediation role of human capital and organizational learning in mediating the effect of knowledge management on the higher education performance. While, based on theoretical and empiric study, the research developed a model towards the observed variable. After then, it was examined by using Structural Equation Model (SEM). Moreover, the data collection technique used saturated sampling. Furthermore, the instrument used questionnaires, which were distributed to university structural official, namely: Rector, Vice Rector, Dean, Head of Study Program, Head of Quality Assurance Agency, and Head of Research Institutions and Community Service. Additionally, the population was 7 universities. In line with, there were 70 respondents as sample.

The research result concluded human capital and organizational learning were partial mediation of the effect of knowledge management on the higher education performance, with significant contribution of organizational learning. In other words, as the higher education performance was expected to be higher than human capital, it had to be started with good knowledge management which gave more focus on its organizational learning. Likewise, it concluded RBV and KBV theory had affected the higher education. It meant, when lecturers could present their unique masterpiece and was difficult to imitate also as the higher education could manage its sources well; its performance would keep increasing. In brief, from the findings, they had essential implication on the theory and practice which were related on the human resource management and higher education performance.

Keywords: Knowledge Management, Human Capital, Organizational Learning, Higher Education Performance

 I certify that this translation is true and accurate, Prepared by a professional translator. This translation is provided on this day 06/02/2020

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