

ABSTRAK

ANALISIS PENGARUH PERAN *HUMAN CAPITAL*, BUDAYA ORGANISASI, KOMITMEN ORGANISASI, DAN *SOCIAL ENTREPRENEURSHIP* TERHADAP KINERJA ANGGOTA ORGANISASI SOSIAL MASYARAKAT

Studi Kasus Pada Jaringan Buruh Migran Indonesia (JBMI) Di Hong Kong

Erwiana Sulistyaningsih

Universitas Sanata Dharma

Yogyakarta, 2018

Penelitian ini difokuskan pada analisis pengaruh peran *human capital*, budaya organisasi, komitmen organisasi, dan *social entrepreneurship* terhadap kinerja anggota organisasi sosial JBMI di Hong Kong. Penelitian dilakukan menggunakan studi kasus. Menggunakan 50 organisasi sebagai populasi. Penelitian ini mengamati 100 orang sebagai responden dengan *purposive sampling*. Kuesioner digunakan sebagai teknik pengumpulan data yang diverifikasi oleh validitas dan reabilitas berdasarkan *Cronbach's Alpha* di SPSS 21.0 *for windows*. Penelitian ini ditemukan bahwa R adalah 0,720 yang berarti korelasi antara 4 variabel independen adalah signifikan. Selain itu, R^2 ditemukan sebesar 0,720, menunjukkan bahwa 72% variabel dependen dipengaruhi oleh variabel independen, dan 28% dipengaruhi oleh variabel lain yang tidak termasuk dalam model ini. Berdasarkan analisis regresi, semua variabel menunjukkan F *measure* = 61,222 dengan signifikansi 0,000. Ini menyiratkan bahwa signifikansi $0,000 < 0,005$. Selanjutnya, hipotesis diterima jika variabel memiliki pengaruh yang kuat terhadap kinerja anggota JBMI di Hong Kong.

Kata kunci: *human capital*, budaya organisasi, komitmen organisasi, kewirausahaan sosial, *social entrepreneurship*, kinerja anggota organisasi, pekerja migran, organisasi sosial, organisasi masyarakat

ABSTRACT

EFFECT ANALYSIS OF HUMAN CAPITAL ROLES, ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMITMENTS, AND SOCIAL ENTREPRENEURSHIP ON THE PERORMANCE OF SOCIAL ORGANIZATION MEMBERS

A Case Study On Indonesian Migrant Workers Network In Hong Kong

Erwiana Sulistyaningsih

Sanata Dharma University

Yogyakarta, 2018

This study focused on analyzing the influence of human capital roles, organizational culture, organizational commitment, and social entrepreneurship on the performance of the JBMI social organization members in Hong Kong. Research was conducted using case study. Using 50 organizations as population. This research observed 100 people as respondents selected with a purposive sampling technique. A questionnaire was used as the data collecting technique verified by the validity and reability tests based on Cronbach Alpha at SPSS 21.0 or windows. This research figures out that R is 0,720 which means the correlation between 4 independent variable is significant. Besides, R2 found as 0,720, indicated that 72% of the dependent variable was influenced by the independent variables, and 28% influenced by other variables which not included on this model. Based on the regression analysis, all variables show F measure= 61,222 with significancy 0,000. It implies that the significancy 0,000 < 0,005. Furthermore, the hypotesis was accepted if the variables have a strong influenced on the JBMI member performance in Hong Kong.

Keywords: human capital, organizational culture, organizational commitment, social entrepreneurship, performance of organization members, migrant workers, social organization, community organization