

INTISARI

Penelitian ini bertujuan untuk (1) mengetahui besarnya faktor modal insani pada masing-masing karyawan perusahaan *start-up* di Daerah Istimewa Yogyakarta, (2) mengetahui tingkat kinerja karyawan pada masing-masing perusahaan *start-up* di Daerah Istimewa Yogyakarta, dan (3) mengetahui pengaruh faktor modal insani terhadap kinerja karyawan perusahaan *start-up* di Daerah Istimewa Yogyakarta. Lokasi penelitian ditentukan dengan metode *purposive sampling* di PT Mitra Sejahtera Membangun Bangsa dan PT Inamas Sintesis Teknologi. Metode pengambilan sampel dilakukan dengan menggunakan metode *sampling* jenuh (*sensus*) dengan jumlah sampel sebanyak 61 karyawan. Besarnya faktor modal insani dan tingkat kinerja karyawan dianalisis dengan menggunakan analisis deskriptif, sedangkan pengaruh faktor modal insani terhadap karyawan dilakukan dengan analisis jalur (*path analysis*). Hasil penelitian menunjukkan (1) besarnya faktor modal insani yang meliputi kemampuan individu, motivasi individu, kepemimpinan, iklim organisasi, dan keefektifan kelompok kerja pada masing-masing karyawan perusahaan *start-up* di Daerah Istimewa Yogyakarta termasuk dalam kategori tinggi, (2) tingkat kinerja karyawan di PT Mitra Sejahtera Membangun Bangsa termasuk dalam kategori tinggi, sedangkan tingkat kinerja karyawan di PT Inamas Sintesis Teknologi termasuk dalam kategori sangat tinggi, dan (3) kemampuan individu, kepemimpinan, iklim organisasi dan keefektifan kelompok kerja berpengaruh signifikan terhadap kinerja karyawan pada perusahaan *start-up* di Daerah Istimewa Yogyakarta. Kemampuan individu, motivasi individu, kepemimpinan, iklim organisasi, dan keefektifan kelompok kerja memiliki pengaruh tidak langsung terhadap kinerja karyawan melalui komitmen organisasi dan kepuasan kerja.

Kata kunci: faktor modal insani, kinerja karyawan, perusahaan *start-up*

ABSTRACT

The purpose of this research is to (1) determine the magnitude of the human capital factor on each employee of start-up company in Special Region of Yogyakarta, (2) determine the level of employee performance on each start-up company in Special Region of Yogyakarta, and (3) determine the effect human capital factor on the performance of start-up company employees in Special Region of Yogyakarta. The research location was determined by purposive sampling method at PT Mitra Sejahtera Membangun Bangsa and PT Inamas Sintesis Teknologi. The sampling method was carried out using the saturated sampling method (census) with a total sample of 61 employees. The magnitude of the human capital factor and the level of employee performance were analyzed using descriptive analysis, whereas the influence of human capital factors on employees was carried out by path analysis. The results of the study show (1) the magnitude of the human capital factor which includes individual abilities, individual motivation, leadership, organizational climate, and work group effectiveness on each employee of start-up company in Special Region of Yogyakarta is included in the high category, (2) the performance level of employees at PT Mitra Sejahtera Membangun Bangsa is included in the high category, while the performance level of employees at PT Inamas Sintesis Teknologi is included in the very high category, and (3) individual abilities, leadership, organizational climate, and workgroup effectiveness have a significant effect on employee performance at start-up companies in Special Region of Yogyakarta. Individual abilities, individual motivations, leadership, organizational climate, and workgroup effectiveness indirectly affect employee performance through organizational commitment and job satisfaction.

Keywords: *human capital factors, employee performance, start-up company*