

ABSTRACT

This research aims to analyze the impact or influence of some aspects of intellectual capital. This study focused on the effect of human capital and social capital to the organization performance. The study focused on the direct influence of human capital and social capital on performance and also through mediating variables which consist of innovation and organizational commitment to the technical service units (UPT) in the City Government Semarang.

This study used questionnaires that were distribute the head office of the technical service Unit and the head of the Sub Administration Division of the UPT in the government of Semarang. After data being collected, it then being analyzed using Partial Least Square (PLS).

This study found Human Capital did not significantly influence the organizational performance, but through mediation of innovation and commitment, Human Capital organization has a positive and significant influence on organization performance. Social Capital variables have a positive and significant influence on organizational performance either directly or through mediating variables, innovation and organizational commitment.

Keywords: human capital, social capital, innovation, organizational commitment, organizational performance.