

## INTISARI

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kualitas sumber daya manusia dan gaya kepemimpinan terhadap kinerja organisasi dengan perspektif balanced scorecard yang dimediasi kompetensi dan budaya inovasi.

Populasi dalam penelitian ini adalah seluruh PTS di kopertis V Yogyakarta yang memiliki minimal 50% program studi terakreditasi sebanyak 30 PTS. Teknik pengambilan sampel adalah dengan *purposive sampling*. Penelitian ini menggunakan 2 metode analisis data yaitu regresi berganda dan *moderated regression analysis (MRA)*.

Hasil penelitian ini menunjukkan bahwa : 1) Kualitas sumber daya manusia dan gaya kepemimpinan berpengaruh positif terhadap kinerja organisasi dengan perspektif balanced scorecard. 2) Kualitas sumber daya manusia berpengaruh positif terhadap kinerja organisasi dengan perspektif balanced scorecard yang di mediasi oleh kompetensi. 3) Kualitas sumber daya manusia berpengaruh positif terhadap kinerja organisasi dengan perspektif balanced scorecard yang di mediasi oleh budaya inovasi. 4) Gaya kepemimpinan manusia berpengaruh positif terhadap kinerja organisasi dengan perspektif balanced scorecard yang di mediasi oleh kompetensi. 5) Gaya kepemimpinan berpengaruh positif terhadap kinerja organisasi dengan perspektif balanced scorecard yang di mediasi oleh budaya inovasi.

Kata kunci: Kualitas sumber daya manusia, gaya kepemimpinan, kompetensi, budaya inovasi, kinerja organisasi, dan teori balanced scorecard.

## ABSTRACT

*The purpose of their study is to examine and analyze the effect of human resourch quality and leadership style of organization performance by perspectiveBalanced Scorecard mediated by competition and culture of inovation .*

*The populationof this study is all PTS (Private Highher Education) in Yogyakartawith have at least 50% of accreditedstudy program. The numberof PTS are 30 PTS. The sample were taken by purposive sampling. This study uses 2 analysismethod of data,multiple regression and moderated regression analysis.*

*The result of study have shown : 1) The quality of human resourch and leadership style have positive influence to organization performance with perspective Balanced Scorecard. 2) The quality of human resourch have positive influence to the organization performance with perspective of Balanced Scorecard mediated by the competence. 3) The quality of human resourch give positive influence to the organization performance with perspektive of Balanced Scorecard mediated by culture of inovation. 4) The style of leadership give positive influence to the organization performance with perspective of Balanced Scorecard mediated by competition . 5) The style of leadershipgive positive influence to the organization performance with perspective of Balanced Scorecard mediated by culture of inovation.*

*Keyword : The quality of human resourch, leadership , competenc, cultururu of inovation, organization performance,and Balanced Scorecard.*