

ABSTRACT

This research is motivated by the low performance of employee in Tegal regency with indication of the value of the Public Satisfaction Index on the low service to the community. Public service satisfaction index includes speed in service, service quality provided by employee, and easiness in getting service. The purpose of this study is to describe the influence of Social Capital (X1), on innovative behavior (X2) and its implication on Employee Performance (Y1) through moderation of information technology access (XY). The population used in this study is all civil servants (PNS) from 4 agencies, that are Dinas Pemuda dan Olahraga (DISPORA), Badan Perencanaan Daerah (Bappeda), Dinas Tenaga Kerja (Disnaker) dan Badan Penanaman Modal dan Perijinan Terpadu Satu Pintu as many as 146 respondents.

The analysis tool used in this research is Structural Equation Model (SEM) in AMOS program. Results of data processing from model 5 of 7 criteria meet the criteria of Goodness of Fit with the following results: probability = 0.134; GFI = 0.892; AGFI = 0.835; TLI = 0.985; CFI = 0.989; RMSEA = 0.039; NFI = 0.926. Thus, it can be stated that the model in this study is accepted

From the results of the study known that there is a significant influence between Social Capital with Innovative Behavior, Innovative behavior with moderation of information technology access to Employee Performance.

Keywords: Social Capital, Innovative Behavior, Information Technology access, Employee Performance