

***Employee Performance Analysis Through Learning and Growth
Perspective in Balance Scorecard with Corporate Culture as Intervening
Variables (Study on Employees of PT Astra Sedaya Finance)***

By Moh. Anshori

Abstract

Evaluation of employee performance based on the perspective of growth and learning in the Balance Scorecard is human capital, information capital and organizational capital through the role of corporate culture which is an interesting matter for the company to develop. This research is a quantitative research that aims to identify the influence of human capital, information capital and organizational capital on employee performance through corporate culture as an intervening variable. This research uses employees at the head office of PT Astra Sedaya Finance as a population. Determination of the sample using non probability sampling with a quota sampling procedure. The sample in this research is as many as 220 respondents. To test the hypothesis in this research using a review of Structural Equational Modeling (SEM) operated by SmartPLS3 and a significance level of 5 percent. The results of the test are (1) there is a positive and significant effect of human capital on employee performance, (2) there is a positive but not significant effect of information capital on employee performance, (3) there is a positive but not significant effect of organizational capital on employee performance, (4) there is positive and significant effects of corporate culture on employee performance, (5) there is positive and significant effects of human capital on corporate culture, (6) there is positive and significant effects of information capital on corporate culture, (7) there is positive and significant effects organizational capital in corporate culture, (8) there is a positive and significant effect of human capital on employee performance through corporate culture, (9) there is a positive and significant effect of information capital on employee performance through corporate culture, and (10) there is positive and significant organizational effects capital on employee performance through corporate culture.

Keywords: *human capital, information capital, organizational capital, corporate culture, employee performance*

Analisis Kinerja Karyawan Melalui Perspektif Pembelajaran dan Pertumbuhan dalam Balance Scorecard dengan Corporate Culture sebagai Variabel Intervening

(Studi Pada Karyawan PT Astra Sedaya Finance)

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Abstrak

Evaluasi kinerja karyawan berbasis perspektif pertumbuhan dan pembelajaran dalam *Balance Scorecard* adalah *human capital*, *Information capital* serta *organizational capital* melalui peran *corporate culture* merupakan perihal menarik untuk dikembangkan oleh perusahaan. Riset ini merupakan riset kuantitatif yang bertujuan buat mengenali pengaruh *human capital*, *information capital* serta *organizational capital* pada kinerja karyawan lewat *corporate culture* sebagai variabel *intervening*. Riset ini memakai karyawan pada kantor pusat PT Astra Sedaya Finance sebagai populasi. Penentuan sampel memakai *non probability sampling* dengan prosedur kuota sampling. Sampel dalam riset ini yaitu sebanyak 220 responden. Untuk menguji hipotesis pada riset tersebut dengan memakai review dari *Structural Equational Modeling* (SEM) yang dioperasikan SmartPLS3 serta tingkatan signifikansi 5 persen. Result dari pengujian diperoleh (1) ada efek positif dan signifikan dari *human capital* pada kinerja karyawan, (2) ada efek positif namun tidak signifikan *information capital* pada kinerja karyawan, (3) ada efek positif namun tidak signifikan *organizational capital* pada kinerja karyawan, (4) terdapat efek positif dan signifikan *corporate culture* pada kinerja karyawan, (5) terdapat efek positif dan signifikan *human capital* terhadap *corporate culture*, (6) terdapat efek positif serta signifikan *information capital* pada *corporate culture*, (7) terdapat efek yang positif serta signifikan *organizational capital* pada *corporate culture*, (8) terdapat efek positif serta signifikan *human capital* terhadap kinerja karyawan lewat *corporate culture*, (9) terdapat efek positif serta signifikan *information capital* pada kinerja karyawan lewat *corporate culture*, serta (10) terdapat efek positif serta signifikan *organizational capital* pada kinerja karyawan lewat *corporate culture*.

Kata kunci: human capital, information capital, organizational capital, corporate culture, kinerja karyawan