

## ABSTRACT

### **The Effects of Human Resources Quality on Competitive Competence and Job Fit On Sub Sector of Manufacture Industries In East Kalimantan**

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This research is intended to find out how far effects of the factors of human resources quality on competitive competence and job fit on sub sector of manufacture industries in East Kalimantan.

The objects of the research were from senior high school until college in East Kalimantan who have been employed by 124 big and medium companies with 18.510 total population. The samples were 100 respondents. This research used the analysis method Structural Equation Modeling Technique (SEM) with AMOS 4.0 program to test the hypotheses.

The findings of the research are the following :

1. The scientific and reasoning capabilities significantly affect competitive competence.
2. The professional capability and special skill significantly affect the competitive competence.
3. Physical and spiritual strengths significantly affect the competitive competence.
4. The quality of the mental attitude significantly affects the competitive competence.
5. The core competence and special skill significantly affect the competitive skill.
6. The scientific and reasoning capabilities significantly affects job fit through competitive competence.
7. The professional capability and special skill significantly affects job fit through competitive competence.
8. The physical and spiritual strength significantly affects job fit through competitive capabilities.
9. The mental attitude quality affects job fit through competitive competence.
10. The core competence and special skill significantly affects job fit through competitive competence.
11. Competitive competence affects job fit.

The significance of the research is the finding of a new theory which is expected to help the Provincial Government of East Kalimantan and the Regency Government and the City Councils of the whole East Kalimantan in preparing and applying their policies in the work force sector to help the graduates who are competitive. Furthermore, there will be extensive job fit and so unemployment will be overcome.

**Key words :** Human resources quality, competitive competence, and job fit