

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *human capital* terhadap kinerja keuangan dengan *process capital* sebagai variabel intervening. Penelitian menggunakan data sekunder berupa laporan tahunan perusahaan manufaktur yang terdaftar di BEI selama periode 2012-2016. Sampel yang digunakan adalah 310 data perusahaan dan dikumpulkan dengan *purposive sampling*. Data yang dikumpulkan dianalisis menggunakan alat bantu software SPSS 20.0 dengan metode analisis jalur regresi linear berganda, regresi linier sederhana dan uji *sobel*.

Hasil penelitian menunjukkan bahwa : 1) *human capital* berpengaruh positif signifikan terhadap kinerja keuangan. 2) *human capital* berpengaruh positif signifikan terhadap *process capital*. 3) *process capital* berpengaruh positif signifikan terhadap kinerja keuangan. 4) *process capital* dapat memediasi hubungan *human capital* terhadap kinerja keuangan.

Kata Kunci: *Human Capital*, Kinerja Keuangan, *Process Capital*

ABSTRACT

This study aims to determine the effect of *Human Capital* to financial performance with *Process Capital* as an intervening variable. The study used secondary data that is annual reports of manufacturing companies from Indonesia Stock Exchange during the period 2012-2016. The population in this study are all manufacturing companies listed on the Indonesia Stock Exchange (BEI) in 2012-2016. The sample used is 310 company data and collected by purposive sampling. The data collected were analyzed using SPSS version 20 software tool with multiple linier regression method, linier regression, and Sobel test.

The results showed that: 1) *Human Capital* has a significant positive effect on financial performance. 2) *Human Capital* has a significant positive effect on *Process Capital*. 3) *Process Capital* has a significant positive effect on financial performance. 4) *Process Capital* is able to mediate *Human Capital* to financial performance.

Keywords: *Human Capital*, Financial Performance, *Process Capital*