



# The Relationship between Human Capital and Employee Performance at Sukorejo Supermarket

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## Abstract

This study aims to determine whether there is a relationship between Human Capital and Employee Performance in the Ma'hadul Qur'an Sukorejo swalayan, which consists of 40 employees. The sampling technique used is Populative sampling, which means that all employees are used in this study. Tests in this study using SPSS Version 25 software for Windows. With the correlation coefficient technique, obtained a significance value of  $0.000 < 0.005$ , this means a significant relationship between Human Capital and Employee Performance. And it can be taken the significance value of the correlation between Human Capital and Employee Performance reaching 81%, which means it has a perfect correlation level, so that the higher the Human Capital, the better the Employee Performance in the Ma'hadul Qur'an Business Unit.

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## Keywords:

Human Capital,  
Employee Performance.

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## INTRODUCTION

Kurnianto (2018) Performance is basically related to worker activities and is influenced by the character they have, performance also refers to the general way of behaving and training that helps achieve a company's goals. Mangkunegara (2013) defines Performance as the result of work in terms of quality and quantity achieved by an employee in carrying out his obligations in accordance with the obligations given to him.

The emergence of the view that knowledge as a very important company asset depends on how that knowledge can be utilized to encourage the company's competitiveness. because competition must be important, interesting, difficult to imitate by competitors and cannot be replaced by various other types of assets. the benchmark for good or bad performance is not centered on the financial sector alone Mayo (2000).

Malayu (2008) stated that With the level of training, work insight, and ability, it is believed that it will significantly affect the further development of representative performance, in creating quality human resources and having the option to further develop worker performance that will provide the best results in achieving company goals. their obligations, to ensure the accessibility of talented experts, because knowledgeable people will use their souls on the basis of their abilities. someone with higher education will have more developed thinking because of the response, and the ability of workers will easily follow up on their responsibilities quickly and accurately. Munandar (2001) said that factors that can determine a person's job satisfaction include salary, supervision, coworkers, and the work environment.

Swalayan Sukorejo is a business unit that does not all come from various educational backgrounds so that the overall workers in completing their obligations are very lacking. Researchers have conducted interviews with several workers. Representatives understand the decline in their performance on the grounds that a large number of goals that are passed down to employees are not fully completed as expected, because of this the work they do in the following period is not completed according to the target Human Capital in Swalayan Sukorejo is good with the presence of Employees who have a good level of Education. However, the Business Unit has never conducted training for its employees which has resulted in Human Capital in Swalayan Sukorejo not being implemented properly.

This study is used to provide suggestions and input for companies related to Human Capital with Employee Performance. In addition, it can be used as a guideline for considering the intervention process that will be carried out in companies related to Human Capital and Employee Performance. The purpose of this study is to determine the Relationship between Human Capital and Employee Performance at Sukorejo Supermarket.

## METHOD

The dependent variable or variable influenced in this study is Employee Performance. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him Mangkunegara (2013).

While the independent variable or free variable that can influence the dependent variable is Human Capital. Human resources or human capital have five components, namely individual capability, individual motivation, leadership, organizational climate, and work group effectiveness. Each component has a different role in creating a company's human capital which ultimately determines the value of a company Mayo (2000).

The subjects of this study were employees at the Ma'hadul Qur'an Sukorejo supermarket, totaling 40 people using. The sampling technique is Populative sampling, which means that all employees are used in this study Arikunto (2002). This study uses an adaptation of Hanafi's scale (2020).

This study uses two assumption tests to determine the research data which will later be processed using parametric or non-parametric statistical techniques. The two assumption tests are the normality test and the linearity test. All tests conducted in this study used SPSS software version 25 for Windows. After the assumption test is met, a further test will be conducted to determine the relationship of the independent variable to the dependent variable with a simple linear regression test and a correlation coefficient test.

## RESULT AND DISCUSSION

The subjects in this study were 40 employees at the Ma'hadul Qur'an supermarket in Sukorejo. Based on the data obtained, there are characteristics of the subjects based on age and gender as explained in the following table:

**Table 1.** Characteristics of Research Subjects by Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	15	37.5	37.5	37.5
	Female	25	62.5	62.5	100.0
	Total	40	100.0	100.0	

**Table 2.** Characteristics of Research Subjects based on Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	19	47.5	47.5	47.5
	25-40	21	52.5	52.5	100.0
	Total	40	100.0	100.0	

**Table 3.** Characteristics of Research Subjects Based on Last Education

	Frequency	Percent	Valid Percent	Cumulative Percent
	15	37.5	37.5	37.5
	25	62.5	62.5	100.0
	40	100.0	100.0	

From the table above, it can be seen that the total number of subjects, namely 40 people, consists of 15 people (37.5%) male and 25 people (62.5%) female. And based on the age category, there are 19 people aged 18-24 (47.5%) then for respondents aged 25-40 years there are 21 people (52.5%). In addition, based on the last education category, there are 15 high school graduates (37.5%) and 25 S1/S2/S3 graduates (62.5%).

**Table 4.** Normality Test  
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters a,b	Mean	.0000000
	Std. Deviation	1.75515787
Most Extreme Differences	Absolute	.117
	Positive	.110
	Negative	-.117
Test Statistic		.117
Asymp. Sig. (2-tailed)		.177c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

The normality test found that the significant value was 0.177, which means it is greater than 0.05 (0.17>0.05), which means that the data distribution is normal and thus meets the normality test.

**Table 6.** Linearity Test  
ANOVA Table

	Performance		Sum of Squares	df	Mean Square	F	Sig.
Human Capital	Between	(Combined)	286.258	12	23.855	9.831	.000
	Groups	Linearity	231.632	1	231.632	95.458	.000
		Deviation from Linearity	54.626	11	4.966	2.047	.063

Within Groups	65.517	27	2.427
Total	351.775	39	

It is known from the table above that the linearity significance value obtained sig deviation from linearity value 0.063 which means 0.063 is greater than the sig value, deviation from linearity 0.05 which means there is a linear relationship between the independent variable and the dependent variable. Because both assumption tests, both the normality test and the linearity test have been met, this study can be continued to the Simple linear regression analysis technique and correlation coefficient.

**Table 7.** Simple linear regression test

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	231.632	1	231.632	73.263	.000 <sup>b</sup>
	Residual	120.143	38	3.162		
	Total	351.775	39			

- a. Dependent Variable: KINERJA  
b. Predictors: (Constant), HUMAN CAPITAL

From the table above, it is known that the calculated F = 73.263 with a significance level of 0.000 < 0.005, so the regression model can be used to predict the participation variable or in other words, there is a very significant relationship between the Human Capital (X) variable and the Employee Performance (Y) variable.

**Table 8.** Correlation coefficient test

		Human Capital	Performance
Human Capital	Pearson Correlation	1	.811**
	Sig. (2-tailed)		.000
	N	40	40
Performance	Pearson Correlation	.811**	1
	Sig. (2-tailed)	.000	
	N	40	40

\*\* . Correlation is significant at the 0.01 level (2-tailed).

From the table above, it is known that there is a level of closeness of the relationship between variable X and variable Y with a significance value of 0.000 which means < 0.005 with a degree of relationship of 0.81 which means a perfect correlation. With a positive correlation form, it means that the higher the Human Capital, the higher the employee performance.

## Discussion

Based on the calculation above, it shows that there is a positive relationship between Human Capital and Employee Performance, which means that the higher the level of Human Capital, the higher the level of employee

performance, thus the hypothesis proposed is accepted or proven. The results of this study are proven by Mangkunegara's opinion which explains that employee performance is influenced by two factors, namely ability and motivation. From the processing of Simple Linear Regression Test data regarding the Relationship between Human Capital and Employee Performance at Sukorejo Supermarket, a significant value of  $0.000 < 0.005$  was obtained. This means a significant relationship between Human Capital and Employee Performance at Sukorejo Supermarket.

The significance value of the correlation between the Relationship between Human Capital and Employee Performance can be taken to reach 81%, which means that it has a perfect correlation level. With the formation of strong Human Capital, it can produce good results or performance as well as quality from the work that has been done. This shows that every increase in Human capital owned by each employee in carrying out work will provide an increase in their performance.

PPM Management (2010) stated that the development of the Education sector by positioning humans as the focus of development has made a direct contribution to the economic growth of a country. This can be achieved through increasing the expertise/skills and production capabilities of the workforce. This is in line with the opinion explained by Sudibyo (2014) who said that, Human capital is an added value for the company every day, through motivation, commitment, competence, and teamwork effectiveness, the added value that can be contributed by workers in the form of: development of competencies owned by the company, transfer of knowledge from workers to the company and changes in management culture.

## CONCLUSION

The conclusion that can be drawn from this study is that there is a very significant relationship between Human Capital and Employee Performance. Thus, there are several suggestions that can be considered by the company in the context of employee management, including the company must conduct routine evaluations to build better Human Capital such as holding training forms, especially related to psychosocial aspects such as how appropriate the rules and procedures are in line with the company's strategy, the climate of communication that occurs between employees or even with superiors, and the suitability of employee roles in company operations. The company can also provide good feedback for employees that is equivalent to the tasks carried out by employees so that employees will always improve their performance in order to continue to build the company according to what is expected by the company itself.

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