

**ANALISIS PENGUKURAN DAMPAK KEUANGAN (*FINANCIAL IMPACT*)  
*HUMAN CAPITAL* PADA PT “X”**

Rahayu Iswara<sup>1</sup>

---

**ABSTRAK**

Penelitian ini bertujuan untuk mengukur dan menganalisis dampak keuangan pengelolaan *human capital* pada PT “X” terhadap aspek *acquiring*, *supporting*, *developing*, dan *retaining* pada tahun 2010, 2011 dan 2012.

Sumber daya manusia merupakan aset penting yang menjadi faktor kesuksesan kinerja perusahaan, dimana pengembangan sumber daya manusia tersebut pada hakikatnya merupakan investasi bagi perusahaan. PT “X” merupakan perusahaan multinasional yang bergerak di bidang otomotif. Penelitian ini merupakan penelitian kualitatif dengan metode penelitian deskriptif analitis. Pengukuran dampak keuangan *human capital* menggunakan ROI of *Human Capital* dengan berfokus pada tenaga kerja tidak langsung (*indirect labor*). Analisis pengukuran aspek *acquiring*, *supporting*, *developing*, dan *retaining* menggunakan *Human Resources Balance Scorecard*.

Pengukuran dampak keuangan menggunakan HCRF, HEVA, HCCF, HCVA dan HCROI. Hasil dari penelitian ini menunjukkan bahwa investasi sumber daya manusia pada PT “X” meningkat kecuali pada tahun 2011. Pengelolaan *human capital* terhadap aspek *acquiring* dan *supporting* baik, sedangkan *developing* dan *retaining* menunjukkan kinerja yang tidak memuaskan.

**Kata Kunci:** *Human capital*, *ROI of human capital*, *balance scorecard*

---

<sup>1</sup> Mahasiswa Program Studi Akuntansi Universitas Bakrie

# ANALYSIS OF MEASURING FINANCIAL IMPACT OF HUMAN CAPITAL ON PT. "X"

Rahayu Iswara<sup>2</sup>

---

## ABSTRACT

*This research aims to quantify and analyze the financial impact of human capital management on PT "X" towards aspects of acquiring, supporting, developing, and retaining in 2010, 2011 and 2012.*

*Human capital has become an important asset as the key factors to the success of company's performance, in which human capital development is essentially an investment for the company. PT "X" is a multinational company engaged in the automotive field. This research is a qualitative research using method of analytic descriptive. The measurement of financial impact on human capital using ROI of Human Capital focused on indirect labor. The analysis on measuring aspects of acquiring, supporting, developing, and retaining is conducted using Human Resources Balance Scorecard. The measurement of financial impact is conducted using HCRF, HEVA, HCCF, HCVA and HCROI.*

*The result shows that the investment of human capital on PT "X" increased except in 2011. The management of human capital in aspects of acquiring and supporting is well conducted, while aspects of developing and retaining performed in dissatisfaction.*

**Keywords:** *Human capital, ROI of human capital, balance scorecard*

---

<sup>2</sup> Student of Bakrie University, Accounting Major