

THE INFLUENCE OF HUMAN RESOURCES MANAGEMENT PRACTICE ON PUBLIC CREDIT LOAN BANKS (BPR) COMPANY PERFORMANCE IN EAST JAVA

**Dr. Tina Melinda, Dra, MM**  
Universitas Ciputra  
Indonesia

**ABSTRACT**

The aims of the research are to analyze and prove the influence of Practice of Human Resources Management Factors to Public Credit Loan Banks (BPR) Company Performance in East Java. The population of the research is Public Credit Loan Banks (BPR) in East Java. In this research, the samples represented by Public Credit Loan Banks (BPR) in Sidoarjo, Malang, Kediri, and Jember municipalities. The size of the sample is 108 Public Credit Loan Banks (BPR) units with sample collecting is sampling area method and the number of respondent is 259 respondents. Data analysis in the research is using multiple regressions, supported by software SPSS 12.0 software program. Human Resources Management Practices Factors are constructed by seven variables such as Training, Salary, Decision Making, Promotion, Complain System, Career Planning, and Working Guarantee. Company Performance are measured by financial analysis approach, such as CAR (Capital Adequacy Ratio), NPL (Non Performing Loan), LDR (Loan to Deposit Ratio), and ROA (Return on Asset). The great contribution in Practice of Human Resources Management Factors is Training and Development, which influence to Company Performance.

**Keywords :** Human Resources Management Practice, Organization Performance, Training and Development, Public Credit Loan Banks (BPR)

---

**Topic: International Business**

---

