

**THE EFFECT OF INTELLECTUAL CAPITAL ON EMPLOYEE  
PERFORMANCE  
(Study at PT. JAYAMAS MEDICA INDUSTRY Jombang)**

**ABSTRACT**

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*PT. Jayamas Medica Industri Sidoarjo is one of the medical equipment companies that must continue to develop, innovate and change according to the times, so that companies can continue to compete amid increasingly fierce business competition. The phenomenon of the company that manages intellectual capital makes the company has more value and can improve the performance of its employees. This study aims to determine the effect of Intellectual capital consisting of human capital, organizational capital, and relational capital on the performance of employees of PT. Jayamas Medica Industry. This type of research used in this research is explanatory research. The sample used is HD Sol employees at PT. Jayamas Medica Industry, Jombang in 2019 with 70 respondents. Data collection techniques by distributing questionnaires. The instrument testing uses the Validity test and the Reliability test using the statistical method of Multiple Linear Regression with the help of the SPSS program. The results showed that human capital, organizational capital and relational capital affect the performance of employees of PT. Jayamas Medica Industry. This is evidenced by all variables showing the value of sig. less than 0.05 which is the value of sig. human capital of 0.36; organizational capital has a value of sig. amounting to 0.47; and sig. relational capital of 0.40.*

**Keywords:** *Intellectual capital, Human Capital, Organization Capital, Relational Capital, Employee Performance*