

ABSTRACT

The purpose of this research is to know the influence of human capital, social capital and orientation of learning in organization.

Research Methods using Multiple Linear Regression Analysis and the object of research is the employee of PT Telkom in the Outbond call. The number of respondents as many as 30 respondents and the number of samples in this study.

The results showed that human capital positively affect the development of human capital it will be better once the opposite of human capital is bad then the orientation will decrease. Social capital has a positive effect on orientation so that the better the social capital the better the orientation and capital will decrease further. Human capital has a positive effect on performance so that the better the capital the better the performance will be so vice versa bad human capital it will have an impact on things that will be bad performance. Social capital has a positive effect on performance so that the better the capital the better. The orientation of learning is positive to the performance so that the better orientation is owned then it will have an impact on the better performance. The influence of human capital on the important performance of learning, so the better human capital with a good learning orientation will have an impact on good performance as well. The influence of social capital on the important performance of learning, so the better the social capital will have a direct impact on good performance as well.

Keywords: Human Capital, Social Capital, Learning Orientation, Human Resource performance