

The Effect of Intellectual Capital on Firm Performance in Property Companies Listed in Indonesian Stock Exchange 2013-2018

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Abstract— This study aims to determine the effect of intellectual capital on the firm performance of property companies listed on the Indonesian stock exchange (BEI) during the period 2013 - 2018. In total, 15 property companies were selected as samples using a purposive sampling technique. The population in this study are property companies listed on the Indonesia Stock Exchange (IDX) in 2013-2018. The data collection technique used is documentation. Data analysis was performed using panel data analysis techniques. The results showed that the added value of VACA capital had no significant effect on company performance (ROA) and the value added of human capital (VAHU) had a positive effect on company performance (ROA), while the added value of structural capital (STVA) had no significant effect on firm performance (ROA).

Keywords— Property company, intellectual capital (VACA, VAHU, and STVA), firm performance.

I. INTRODUCTION

In modern times like this, we see that the development of the economic sector has an impact on changes that are quite rapid on the management of a business or in determining how to compete in the market. Now being able to see that to become a business actor requires awareness that the ability to compete does not only lie in ownership of tangible assets, but must emphasize innovation, information systems, organizational management and the human resources it owns (intangible assets).

Firm performance is the result of utilizing company resources. The company's financial performance is also an integral part of the company's performance in a certain period. Profit is a parameter used to measure financial performance. Then profit is very necessary for the company to survive the company. Profits will provide a positive signal for the company's future prospects regarding the company's financial performance so that with the increasing profit growth, it will provide a positive signal for the company's financial performance. Increasing profit growth indicates that the company's financial performance is increasing, because profit is a measure of the company's performance.

Measurable company performance to find out the information needed by stakeholders and other interested parties. Companies that have achieved goals are seen from the results of company performance so that to achieve good performance, the company is carried out to achieve good performance and can provide innovation in a way, the company effectively develops quality human resources,

reliable technology, good relationships with customers. Because these three things are components of intellectual capital. In the 1990s, attention to the practice of managing intangible assets (intangible assets) increased dramatically (Harrison and Sullivan, 2000). One approach used to measure intangible assets is intellectual capital, which has become the focus of attention in various fields, including management, information technology, sociology and accounting (Guthri and Petty, 2000).

Intellectual capital is the intangible knowledge possessed by the company's human resources, thus providing added value to the company. Knowledge is important for the survival of the company, so the role of intellectual capital is very important for the company. Good management of intellectual capital improves the firm's financial performance so that it becomes added value for the company and will eventually achieve the company's competitive advantage. Companies need intellectual capital to achieve the company's goal of success, namely obtaining company profits as measured by the company's financial performance as a measure of the company's success.

Firm performance is measured by financial ratios. The firm's financial ratios used in this study are the profitability ratios used to measure the effectiveness of the company and measure the company's ability with the overall funds invested in assets used for company operations to generate profits. The profitability ratio used is Return On Assets (ROA). Return on assets is the company's ability to generate profits (Munawir, 2002). Intellectual Capital (IC) first appeared after the emergence of PSAK No19 (revised 2000) regarding intangible assets. The discussion according to PSAK No19 explains that intangible assets are non-monetary assets that are identified and have no physical form and are owned to be used to produce or deliver goods or services, rent to other parties, or for administrative purposes (IAI, 2011).

Intellectual Capital (IC) is a different resource in each company, so not all companies can emulate it. Intellectual Capital (IC) has three components, namely human capital, structural capital, and relational capital. Human capital includes the knowledge, skills, motivation and competencies possessed by employees. Structural capital includes corporate culture, computer software and information technology, and relational capital in it: customer loyalty, services to all consumers. Intellectual capital emphasizes the capacity of

human resources (HR) who have ideas, information, competencies and knowledge possessed by employees. Human resources play a role in moving the company to achieve its goals because the potential of employees is prioritized and optimized. If the potential possessed by employees is used properly, it will produce high productivity so that it will increase profits for the company. Increased company profits will increase the ROA value so that financial performance will also increase.

According to Pulic (2000), he does not directly measure the intellectual capital of the company, but proposes and develops measures indirectly to assess the efficiency of added value as a result of the company's intellectual ability, namely the Value Added Intellectual Coefficient (VAICTM) which is used to measure the company's intellectual capital. This method (VAICTM) is designed to provide information about the efficiency of value creation from tangible and intangible assets owned by a company, namely physical capital (VACA - value added capital employed), human capital (VAHU - value added human capital) and structural capital (STVA - structural capital value added). There are several factors that affect the company's financial performance, and one of the factors that is taken into account is intellectual capital. The management of a company must know the importance of managing intellectual capital for the survival of the company to increase company profits, but the company has not maximized the application and management of intellectual capital as capital in improving the company's financial performance. The company continues to be motivated to find the right measurement tool for the company's intellectual capital (IC). VAIC is a method used to measure the intellectual capital performance of a company and is relatively easy to do because it uses accounts in the company's financial statements. Intellectual capital in a company is a knowledge resource that is based on customers, processes and technology used to create value (Bukh et al., 2005).

Intellectual capital is used by the company as a knowledge-based asset consisting of experience, expertise and abilities so that it can be managed by the company. Basically, intellectual capital affects the company's performance level. According to Ulum (2009), the creation of intangible value should receive sufficient attention because it has a huge impact on the company's financial performance. If the company's goal is to increase profits, then good service and relationships with customers are needed. The VAIC method illustrates how much Intellectual Capital adds to the company value from the use of company assets. The use of the VAIC method provides opportunities for companies and stakeholders to find out how much tangible and intangible assets provide value and how efficient it is in providing company profits. As for the components that make up intellectual capital, there are 3: Value Added Capital Employed (VACA) is a variable formed from Value Added (VA) on capital employed (CE). The second is Value Added Human Capital (VAHU) which is a variable formed from Value Added (VA) to Human Capital (HC). The third is Structural Capital Value Added (STVA) which is a variable formed from Structural Capital (SC) to Value Added (VA) This ratio measures the amount of SC

needed to produce 1 rupiah from VA. There are research results regarding the effect of intangible assets on company performance but the results are still different and there are inconsistencies. Sri Wahyuni et al. (2019) research results also support the results of previous research that indeed Intellectual Capital (IC) has a positive effect on financial performance as proxied by ROA and net profit margin.

Another study conducted by Chen et al. (2005) on namely examining the relationship between the Value Added Intellectual Coefficient as a method for measuring intellectual capital against firm value by using the market to book value ratio variable and the company's financial performance is represented by return on equity (ROE), return on assets (ROA), revenue growth (GR) and employee productivity (EP) in public companies on the Taiwan Stock Exchange. The results of this study conclude that there is a positive and significant relationship between intellectual capital and firm market value. VAIC is also used as an indicator to predict the company's future performance. Similar to the research of Chen et al. (2005), Tan et al. (2007) succeeded in proving that intellectual capital is positively related to the company's financial performance and the company's future financial performance.

Kuryanto and Syafruddin (2008) examined the effect of intellectual capital on the company's financial performance. The results of this study indicate that intellectual capital has no effect on company performance, and it has no effect on the company's intellectual capital (IC) growth rate on future performance. Jaluanto and Kurniyawan in the UNTAG Scientific Journal Semarang researched that Intellectual Capital on the market value and financial performance of food and beverage companies listed on the IDX from 2009 to 2010. The results showed that there was no effect of the Intellectual Capital (IC) variable consisting of VACA on performance. corporate finance, while the VAHU and STVA variables indicate that there is a positive and significant effect on the company's financial performance.

II. LITERATURE REVIEW

Resource-Based Theory (RBT)

Resource-Based Theory (RBT) emerged as a promising new framework for analyzing the source and sustainability of competitive advantage (Barney, 1991; Dierickx and Cool, 1989; Peteraf, 1993 in Smith et al., 1996). Astuti and Sabeni (2005) explain the Resource-Based Theory pioneered by Penrose (1959), suggesting that company resources are heterogeneous, not homogeneous, the productive services available come from company resources which give each company a unique character. The above average profit comes from resources controlled by companies that are not only combined to provide a valuable product, but are difficult for other companies to imitate or obtain (Wernerfelt, 1984; Barney, 1986 in Galabova and Abonen, 2011). Resources Based Theory is the resources owned by the company and how the company can process and utilize its resources properly. This theory explains how the company manages the resources it owns which can be an added value for the company in taking advantage of opportunities, threats

(weakness) and being able to develop competitive advantages in order to be able to surpass its competitors and dominate the market.

Pearce and Robinson (2008) stated that there are three types of company resources, namely:

- a. Tangible Assets are the physical and financial means that a company uses to provide value to customers.
- b. Intangible Assets are resources such as brand, company reputation, organizational morale, technical understanding, patents and trademarks, as well as accumulated experience in an organization.
- c. Organizational Capability Organizational capability is not a special input such as tangible assets or intangible assets, but expertise, capabilities and ways to combine assets, manpower and processes.

Stakeholder Theory

A company management organization is expected to be able to carry out activities that are considered important and to report every activity that the company has to stakeholders, this is based on stakeholder theory. This theory explains that all stakeholders have the right to be provided with information about how organizational activities can affect them (for example through sponsorship, security initiatives, etc.), and even when they choose not to be able to use information and indirectly cannot play a constructive role in the survival of an organization. Stakeholder theory emphasizes that organizational accountability must go beyond simple economics. Which is where this theory states that an organization prefers to voluntarily disclose information about environmental, social and intellectual performance beyond its mandatory demand, in order to meet the true expectations of stakeholders.

Stakeholder theory aims to help corporate managers understand the stakeholder environment and be able to manage more effectively between existing relationships within the company. However, this stakeholder theory has a broader purpose, which is to help corporate managers to increase value and minimize losses for stakeholders. When managers can manage the organization well, especially in an effort to create added value for the company, it can be interpreted that the manager has met the ethical aspects in this theory. In value creation, it is possible to utilize all resources owned by the company, both employees (human capital), structural capital and physical assets (physical capital). So good management will create added value for the company (this is called VAIC™) which can be used to encourage the company's financial performance for the benefit of stakeholders.

Legitimacy Theory

Legitimacy theory has a very close relationship with stakeholder theory. This theory states that an organization must in a sustainable manner find ways to ensure operations that are within the limits and norms prevailing in society (Deegan, 2004). This theory relies on the premise that there is a "social contract" between the company and the community. The meaning of a social contract is one way of describing the large number of public expectations regarding how the

organization should operate. In this theory of legitimacy, organizations should continuously demonstrate that they have operated using behaviors that are consistent with social values (Guthrie and Parker, 1989). In this case it is often achieved through disclosures in company reports. An organization can make disclosures in order to demonstrate management's attention to social values or can direct community attention to the existence of negative effects of organizational activities (Lindblom, 1994 in Guthrie et al., 2006). In a number of previous studies conducted an assessment of the voluntary disclosure of annual reports and considered a reporting of environmental information as a method used in organizations to respond to public pressure (Guthrie et al., 2006).

In this case, the legalization theory is closely related to IC reporting and is also closely related to the use of the content analysis method used as a measure of reporting. Most companies are likely to be more inclined to report their IC when they have a special need to be able to do so. This might also happen if the company finds evidence that the company cannot legitimize its status based on tangible assets which are usually known as a symbol of the company's success. Guthrie et al. (2006) states that the best tool for measuring the development of IC reporting at this time is using the content analysis method.

Based on the results of the explanation regarding stakeholder theory and legitimacy theory, a conclusion can be drawn about the two theories in having different emphases regarding the parties that can influence the extent of disclosure of information in the company's financial statements. Stakeholder theory is more concerned with the position of the stakeholders which are considered powerful. However, this stakeholder group becomes a major consideration in the company in disclosing and / or not disclosing the information contained in the company's financial statements. While the legitimacy theory uses public perception and recognition to be the main impetus in making a disclosure of information in the company's financial statements.

In the context in this study, stakeholder theory is precisely used as the main basis in explaining the relationship between VAIC™ and company performance. In the agreement that develops in the context of stakeholder theory, it says that accounting profit is just a measure of return that is used as a measure for shareholders. Which is where both (value added and return) can explain the power of stakeholder theory related to measuring organizational performance. Value added is measured by looking at the value added intellectual coefficient (VAIC™). Meanwhile, the theory of legitimacy is used as a second foothold in the basis of this research. According to this theory, companies will be motivated to show their IC capacitance in their financial statements to get legitimacy from the public regarding the intellectual property owned by the company. Recognition of public legitimacy is very important for a company in order to maintain its extension in the corporate social environment.

Intellectual Capital

Intellectual Capital (IC) is an invisible asset and it is a combination of human, process and customer factors that give

a company a competitive advantage. According to Naphapiet and Goshall (2018) alam sugeng (2016) Intellectual Capital, refers to the knowledge and abilities possessed by a social collectivity such as an organization, intellectual community, or professional practice. Intellectual Capital (IC) is an invisible asset and it is a combination of human, process and customer factors that produce a competitive advantage for the company. Intellectual Capital (IC) has been recognized as an important intangible asset in the information and knowledge era. When measuring intellectual capital, it is considered as a conceptualization of a good answer to a manager's need to be able to have an idea of operating the firm's cognitive and intangible resources. After that the important factor is to increase knowledge and to support a continuous increase in performance in the organization. Although there is no consensus in the literature on the dimensions of intellectual capital, many authors consider that there are three dimensions, human capital, relational capital and structural capital. Reed et al. (2006) and Subramaniam and Youndt (2005) adopt the same classification, proposing that intellectual capital consists of three basic components as follows: human, organizational and social capital. Although there are many debates about defining knowledge in Intellectual Capital (IC), there are many ways to distinguish this knowledge into three categories, namely: knowledge which is more related to employees (human capital), knowledge which is related to customers (customer or relational capital), and the last one relates only to companies (structural or organizational capital) (Yates et al., 2002; Boekestein, 2006; Ulum 2017).

According to Schiuma et al. (2008), intellectual capital is broken down into five parts, consisting of:

1. Human Capital: Like any other asset, individuals who work in the company are considered a strategic competitive resource and invested in intangible assets. Human Capital consists of knowledge, experience, and special skills of personnel from business entities that are used to create economic value (Cohen and Kaimenakis, 2007).

2. Relational Capital: Relational capital reflects the value associated with a business entity, which is created through the relationship between the organization and regulations of the business entity, as well as relationships with potential suppliers, shareholders, and other individuals. In general, it consists of the relationship between the organization and the community (Grasenick and Low, 2004). The quality of the relationship and the ability to create new customers are key factors for the success of a company (Montequin et al., 2006). In addition, relational capital includes relationships with customers and government and refers to the development and maintenance of such important relationships as those with customers and suppliers of goods and services, as well as levels of partner satisfaction and customer loyalty (Chu et al., 2006).

3. Organizational Capital: Roos and Roos (1997) classify organizational capital as an important asset which includes production or other processes, specialization, and information flow. On the other hand, it is a set of intangibles (explicit and implicit, formal and informal) characterized as social or collective knowledge (Bueno et al, 2007).

4. Structural Capital: Structural capital is divided into technology and organization and is sometimes referred to as organizational capital (Mouritsen et al, 2001). Structural capital includes all sources beyond human knowledge in the organization. This is related to the processes owned by the organization and human capital support (Watson and Stanworth, 2006). Structural capital is defined as general systems and procedures for solving problems and innovation (Chu et al, 2006). Furthermore, structural capital shows the composition and organizational structure that leads to knowledge creation and the development and dissemination of the knowledge created. Structural capital consists of individual skills and abilities that are used in organizational structures (Pablos, 2005).

5. Social Capital: Social Capital recognizes the importance of social relationships and is understood as networks with shared norms, values, and understandings that facilitate cooperation within or between groups (OECD, 2001). It is an invisible force embedded in the relationships of individuals, organizations, societies or economic actors that support growth and provide channels for the exchange of knowledge and combinations within the organization (Kang and Snell, 2009). Social Capital, as a group of assets, plays an important role in defining and create value from each organizational system (Schiuma et al., 2008).

Value Added Intellectual Coefficient (VAICTM)

The first time the VAICTM method, developed by Pulic (1998), in which this method aims to provide information about the value creation efficiency of tangible assets and intangible assets owned by the company. In this case also Pulic (1998) explains that value added is the most objective indicator to assess business success and shows the company's ability to create value (value creation). Value added is calculated from the difference between output (OUT) and input (IN). The output is obtained from 'all company income which includes total sales and other income. Meanwhile, the input is obtained from all expenses used to earn income, except for employee expenses. and according to (Ulum et al., 2008; 2017) VAICTM does not measure intellectual capital, but it measures the impact or influence resulting from the management of intellectual capital. So, it can be concluded that a company has good intellectual capital because previously that intellectual capital has been managed properly and well, it will also have a good impact. Here's how to formulate value added calculations as follows (Ulum, 2017: 20):

$$VA = OUT - IN$$

Where:

VA : Value Added

OUT : Total sales and other income

IN : Expenses and costs (other than employee expenses)

Value Added Capital Employed (VACA)

Value Added Capital Employed (VACA) Is a variable formed from Value Added (VA) on capital employed (CE). If the CE unit can get a greater profit in the company compared

to other companies, it can be concluded that the company is using CE well. How to calculate VACA as follows:

$$VACA = \frac{VA}{CE}$$

Where:

- VACA : Value Added Capital Employed Ratio
- VA : Total sales and other income less expenses and expenses (other than employee expenses)
- CE : Capital Employed

Value Added Human Capital (VAHU)

Value Added Human Capital (VAHU) is a variable formed from Value Added (VA) to Human Capital (HC). VAHU is a component that is calculated from how much Value Added (VA) is generated from the funds that have been spent by the workforce. How to calculate VAHU as follows:

$$VAHU = \frac{VA}{HC}$$

Where:

- VAHU : Value Added Human Capital Ratio
- VA : Total sales and other income less expenses and expenses (other than employee expenses)
- HC : Human Capital

Structural Capital Value Added (STVA)

Structural Capital Value Added (STVA) is a variable formed from Structural Capital (SC) to Value Added (VA). This ratio measures the amount of SC needed to produce 1 rupiah from VA. and also an indication of how successful SC is in value creation (Dianing Ratna Wijayani, 2017). How to calculate STVA as follows:

$$STVA = \frac{SC}{VA}$$

Where:

- STVA : Structural Capital Value Added Ratio
- SC : Structural Capital
- VA : Total sales and other income less expenses and expenses (other than employee expenses)

Research Hypothesis Development

Based on the research questions in introductory section, the following hypothesis is developed:

Effect of VACA on Firm Performance

Value Added Capital Employed (VACA) shows the contribution generated from capital employed to value added. Value Added Capital Employed (VACA) is one of the company's capabilities to be able to manage the resources owned by a company in the form of capital assets which, if managed properly, will improve the company's performance.

Based on his research, it provides evidence that the higher the ratio of physical capital / Value Added Capital Employed (VACA), the higher the efficiency of its users in the process of creating company value. According to Ullum (2008), based on his research, it is stated that physical capital, which is statistically significant, has a positive relationship with the size of the company's financial performance. The results of

Dedy (2012) research in Indonesia show that partially physical capital / capital employed efficiency has a positive correlation with the size of the company's financial performance. Based on some of his research, it shows that VACA has a positive effect on ROA.

Then the research hypothesis can be formulated as follows:

H₁: VACA have a positive effect on firm performance

Effect of VAHU on Firm Performance

Value Added Human Capital (VAHU) shows more of the contribution generated from human capital to value added. Value Added Human Capital (VAHU) is how much added value can be obtained with the funds that the company spends on the workers in the company. Human capital is generated if lower salaries and benefits will result in an increasing sales or if the salary and benefits are greater then the sales are increasing where this will be an added value which will ultimately result in a large contribution to the company and will encourage the company's financial performance. So what can be interpreted, if a company has a good and quality management of its human resources, then the results of these resources will get added value for the company.

Based on research by Ullum (2008) which states that human capital has a significant effect on company performance for 2005 and 2006. besides that in Indonesia there is research by Simarmata and Subowo (2016) which shows that the same results, namely Human Capital have a positive effect on financial performance. Dedy (2012) also shows that human capital efficiency has a positive and significant effect on the company's financial performance.

Based on some of his research, it shows that Value Added Human Capital (VAHU) has a positive effect on ROA.

Then the research hypothesis can be formulated as follows:

H₂: VAHU have a positive effect on firm performance

Effect of STVA on Firm Performance

Structural Capital Value Added (STVA) shows the contribution generated from Structural Capital to value added. Structural Capital Value Added (STVA) is the ability of an organization or company to fulfill the company's routine processes and its structure that supports employees' efforts to produce optimal intellectual performance and overall business performance Sawarjuwono and Kadir (2003). Examples such as: organizational culture, manufacturing processes, management philosophy and others that are owned by the company. A workforce who has a high intellectual level, but if the company or organization has a procedure and system that is not good then the added value (value added) cannot achieve good performance but on the contrary if an organization or company has a good workforce as well as having a high intellectual level and supported by the company's ability to fulfill its activity processes, the added value (value added) can further enhance the company's financial performance.

Based on Astuti's (2005) research, human capital will have a stronger relationship with structural capital if the relationship is direct rather than indirect with customer capital as an intervening variable. The results of Apriliani (2011) also show that structural capital has a significant effect on

company performance. From some of the descriptions of the research above, it will be continued to determine the relationship between STVA and the company's financial performance.

Then the research hypothesis can be formulated as follows:

H₃: STVA have a positive effect on firm performance

III. METHODOLOGY

Research Variable

Research variables are variables to be studied and have variations in value. In this study, 2 (two) variables were used, namely the dependent variable and the independent variable. And the variables in this study are the components of Intellectual Capital as follows: Value Added Employed Capital (VACA), Value Added Human Capital (VAHU), and Value Added Structural Capital (STVA). While the dependent variable in this study is company performance.

The dependent variable is the variable that is influenced by the presence of the independent variable. In this study, the dependent variable is the company's performance. According to IAI (2007), it is explained that financial performance is the company's ability to manage and control its resources. So measuring the financial performance of a company is to evaluate and see how the company's financial development is from how to manage the resources owned by the company.

In this study, the indicator of financial performance is Return on Assets (ROA). According to Lestari (2017: 497) Return on Assets (ROA) shows how much the company's ability to generate net income that can be obtained from all assets owned by the company. Return on Assets is a ratio used to measure the efficiency of a company to be able to see the benefits of its assets in order to generate profits. If the higher the ROA value in a company, the more it shows the company's good performance (Gitman and Zutter, 2015).

The independent variable is a variable that is influenced by the presence of the dependent variable. The independent variable in this study is a component of the formation of intellectual capital.

Value Added Capital Employed (VACA)

Value Added Capital Employed (VACA) Is a variable formed from Value Added (VA) on Capital Employed (CE). If the CE unit can get a greater profit in the company compared to other companies, it can be concluded that the company is using CE well. How to calculate Vaca as follows:

$$VACA = VA/CE$$

Where:

VACA : Value Added Capital Employed
 VA : Value added
 CE : Capital employed

Value Added Human Capital (VAHU)

Value added human capital (VAHU) is a variable formed from value added (VA) to human capital (HC). VAHU is a component that is calculated from how much value added (VA) is generated from the funds that have been issued by the workforce. How to calculate VAHU as follows:

$$VAHU = VA/HC$$

Where:

VAHU : value added human capital
 VA : Value added
 HC : Human capital

Structural Capital Value Added (STVA)

Structural Capital Value Added (STVA) is a variable formed from structural capital against value added (VA). This ratio measures the amount of SC needed to produce 1 rupiah from VA. And also an indication of how successful SC is in value creation (Wijayani, 2017).

How to calculate VACA as follows:

$$STVA = SC/VA$$

Where:

STVA : Structural Capital Value Added
 SC : Structural Capital
 VA : Value Added.

Population and Sample

The population in this study are property companies listed on the Indonesia Stock Exchange (IDX) in 2013-2018. The sample selection method using purposive sampling method. Purposive sampling is a sampling technique that basically uses certain criteria, is adjusted according to the purpose of the research being carried out and is not taken randomly. The following are the criteria for the companies sampled in this study as follows:

1. The sample chosen is property companies that have been and are still listed on the IDX from 2013 to 2018 and generate their income from the local market.
2. Property companies that publish annual reports for 5 years, for the years 2013 - 2018.
3. Companies that have not suffered major losses and whose balance sheets do not show negative wealth.
4. Companies that have complete data on research variables.

Data Analysis Technique

The research data were analyzed using multiple linear regression using Eviews 9 as a data processing tool. The regression equation in this study is as follows:

$$Y = \alpha + \beta_1 VACA + \beta_2 VAHU + \beta_3 STVA + e$$

Where:

Y : Firm Performance
 α : Constant
 β : Regression Coefficient for each independent variable
 VACA : Value added terhadap capital employed ratio
 VAHU : Value added terhadap human capital ratio
 STVA : structural capital terhadap value added ratio
 e : Random Variable

IV. RESULT AND DISCUSSION

Research Result

The population in this study are property companies listed on the Indonesia Stock Exchange (IDX) in 2013-2018. The research data passed classical assumption test. The descriptive statistics of the research data are as follows:

	Y	C	X1	X2	X3
Mean	5.113111	1.000000	15.83748	5.132778	-30.48052
Median	3.860000	1.000000	0.253000	0.369000	0.556000
Maximum	35.82000	1.000000	483.6230	57.09600	230.0600
Minimum	-6.010000	1.000000	-5.072000	-5.072000	-1159.000
Std. Dev.	6.561215	0.000000	72.17333	10.97968	140.3840
Skewness	2.045793	NA	5.153771	2.889467	-5.997717
Kurtosis	9.271708	NA	29.66063	11.61560	48.14593
Jarque-Bera	210.2828	NA	3063.880	403.5924	8182.669
Probability	0.000000	NA	0.000000	0.000000	0.000000
Sum	460.1800	90.00000	1425.373	461.9500	-2743.247
Sum Sq. Dev.	3831.409	0.000000	463600.1	10729.24	1753982.
Observations	90	90	90	90	90

Multiple linear regression test shows the following results:

Dependent Variable: Y
 Method: Least Squares
 Date: 07/19/20 Time: 11:12
 Sample: 1 90
 Included observations: 90

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	4.220168	0.759430	5.557018	0.0000
X1	-0.013895	0.009112	-1.524932	0.1309
X2	0.200599	0.060137	3.335709	0.0013
X3	-0.002735	0.004708	-0.581054	0.5627
R-squared	0.138693	Mean dependent var	5.113111	
Adjusted R-squared	0.108648	S.D. dependent var	6.561215	
S.E. of regression	6.194538	Akaike info criterion	6.528640	
Sum squared resid	3300.018	Schwarz criterion	6.639742	
Log likelihood	-289.7888	Hannan-Quinn criter.	6.573443	
F-statistic	4.616096	Durbin-Watson stat	1.755965	
Prob(F-statistic)	0.004827			

The variable VACA (X1) shows the alpha coefficient of 5% (t-stat = -1.524932) and prob 0.1309. This shows that VACA has no effect on company performance. The variable VAHU (X2) shows the alpha coefficient of 5% (t-stat = 3.335709) and prob 0.0013. This shows that VAHU has a positive and significant effect on company performance. STVA (X3) shows the alpha coefficient of 5% (t-stat = -0.5810545) and prob 0.5627. This shows that STVA has no effect on firm performance.

Discussion

Effect of VACA on Firm Performance

Based on the table of research results above, it appears that the results of the X1 test, namely VACA on company performance, show that t-stat = -1.524932 and prob 0.1309 > 0.05 is not significant. This means that the X1 variable has no effect on company performance.

This study shows that the results of testing the first hypothesis which states that VACA has a negative and

insignificant effect on company performance, which is proxied by return on assets (ROA), indicates that the higher the VACA in a company, it will not be able to increase return on assets (ROA). The absence of the influence of VACA on company performance seems to be due to the management of the utilization of capital employed which is not maximally owned, therefore it does not have an impact on the decreasing value creation of the company, so that it affects the decreased company performance. The results of this study are not in accordance with the results of Wijayani (2017), ozkan et al (2017) in their research showing that VACA has a positive effect on firm performance.

Regardless of the VACA will not affect company performance, the addition of capital employed does not have a balanced impact on company performance so the effect is not significant.

Effect of VAHU on Firm Performance

Based on the research results table above, it can be seen that the results of the X2 test, namely VAHU on company performance, show that t-stat = 3.335709 and prob 0.0013 < 0.05 is significant. This means that the variable X2 has a positive effect on company performance.

In this test it is stated that VAHU has a positive and significant effect on company performance, which is proxied by using return on assets (ROA), if the company utilizes human capital it contributes to the company's ability to encourage company performance to increase. Implicating the positive influence of VAHU on company performance seems that because the company is making good use of human resources, it will encourage company performance to increase.

The results of this study are in accordance with the results of research by Ozkan et al (2017), the pramelasari (2010) stated that VAHU has a positive effect on company performance.

Effect of STVA on Firm Performance

Based on the table of research results above, it can be seen that the results of the X3 test, namely STVA on company performance, show that t-stat = -0.5810545 and prob 0.5627 are not significant. This means that the X3 variable has no effect on firm performance.

The third hypothesis testing shows that STVA has no effect on company performance which is proxied by using the return on assets (ROA). This indicates that the higher the STVA in a company, it will be able to affect the return on assets (ROA).

The results of this hypothesis are not in line with the research results of Pramelasari, (2010), and Harahap (2014) which state that STVA has a positive effect on company performance as proxied by return on assets (ROA).

V. CONCLUSION AND SUGGESTION

Conclusion

The purpose of this study was to determine the effect of VACA, VAHU, and STVA on company performance.

Based on the results of research and discussion, the conclusions of this study are:

1. VACA has no effect on firm performance. This is evidenced by the prob value of $0.1309 > 0.05$. Not significant. So that hypothesis 1 is not proven.
2. VAHU has a positive and significant effect on firm performance. This is evidenced by the prob value of $0.0013 < 0.05$. Significant. So that hypothesis 2 is proven.
3. STVA has no effect on company performance. This is evidenced by the prob value of $0.5627 > 0.05$. Not significant. So that hypothesis 3 is not proven.

Suggestion

Suggestions that can be given based on the research conclusions are as follows:

1. Future researchers and similar topics can use different measures, such as M-VAIC Return On Equity (ROE) or Earning Per Share (EPS), Tobin's "Q" and other measurement models. Apart from that, it can add variables that affect intellectual capital and can increase the research period.
2. Companies should always foster and train resources so that they become resources that can drive company performance.
3. Companies should pay more attention to intangible assets because this is the key to success in a company considering that where the company is so tight, the company must have a competitive advantage compared to other companies. This can be an advantage for companies that will become capital to win competition between companies. This can be seen from the results of the research that companies that manage their assets properly with respect to intellectual capital can improve their company performance and become an added value in the eyes of investors.
4. There should be an accounting standard which regulates the reliable measurement of intellectual capital so that information regarding intellectual capital can be used as an evaluation material for the success of a company's knowledge strategy. Every procurement of capital goods should be planned and carried out properly so that it has an impact on improving firm performance.

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