

ABSTRACT

The purpose of this study is to identify the policies and practices of Human Resource Management (HRM) and Intellectual Capital at BPRS (Sharia Banks), and then analyze their influence into organizational performance.

Variables of this study are the selection, training, compensation, performance appraisal, intellectual capital, and organizational performance. Data are collected by using in-depth interviews and surveys with questionnaire.

Interviews are conducted to management, while questionnaires are distributed to 41 employees at BPRS in Central Java, Indonesia. Then, the data are analyzed by using descriptive method. The findings show more optimal result of social capital than human and organizational capital in most of the respondents of the sharia banks.

However, all of the HRM practices in this study are less oriented toward the relational skills of employees.

Keywords: HRM practices, intellectual capital, organizational performance, sharia banking