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THE EFFECT OF HUMAN CAPITAL ON FINANCIAL PERFORMANCE WITH CORPORATE SUSTAINABLE GROWTH AS A MODERATING VARIABLE

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ABSTRACT
In facing the era of globalization which is marked by the rapid development of the economy in Indonesia today, companies can further improve their performance in order to survive in the face of economic developments that are always changing rapidly and dynamically. In the face of an economy that is always changing rapidly and dynamically, companies can also grow companies in a sustainable manner. To test and analyze the influence of Human Capital on Financial Performance. To test and analyze the effect of Corporate Sustainable Growth on moderating the relationship between Human Capital and Financial Performance. The population in this study are Property and Real Estate companies listed on the Indonesia Stock Exchange (IDX). A sample of 35 companies from 100 Kompas100 Index companies listed on the Indonesia Stock Exchange in 2021. This study uses a quantitative approach and tools for hypothesis testing using SPSS software. With classical assumption test, normality test, multicollinearity test, heteroscedasticity test and autocorrelation test. The results of this study are multiple regression analysis that human capital has a greater influence on financial performance than the company's sustainable growth. Human capital has a positive effect on financial performance, Corporate Sustainable Growth strengthens the relationship between Human Capital and Financial Performance.

Keywords: *human capital; corporate sustainable growth; financial performance*

INTRODUCTION

In facing the era of globalization which is marked by the rapid development of the economy in Indonesia at this time, companies are required to be able to further improve their performance so that they can survive in the face of economic developments that are always changing rapidly and dynamically. In facing an economy that is always changing rapidly and dynamically, companies are also required to be able to grow their companies in a sustainable manner (Kourtzanidis et al., 2021). Corporate Sustainable Growth (CSG) is a company's ability to increase size 16 (Teng et al., 2021). The measurement used in this study uses Higgins' measurement, namely the sustainable growth rate (SGR). Robert C. Higgins introduced the concept of the Sustainable Growth Rate as another tool that is considered more useful in measuring company performance. The Sustainable Growth Rate (SGR) is the maximum level when a company's sales can increase without running out of financial resources 1 (Ain et al., 2021). This ratio measures the change in the company's income, namely how well the company maintains its economic position. Where in the SGR equation there is a return on equity (ROE) indicator which can be said that anything that can increase ROE will increase SGR.

The average profit in property and real estate sector companies still fluctuates from year to year which results in decreased ROE in property and real estate sector companies. From the phenomena above, it can be seen that the company's performance in the property and real estate sector is still on the ups and downs which results in SGR also declining. However, it can be

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improved by effective management of intellectual capital (Human Capital). Previous research shows that in developing economic countries, intellectual capital and its components act as the main driver of the company's sustainable growth (Wang and Xu, 2021). Human Capital is an intangible asset in the form of information and knowledge resources that functions to increase competitiveness and can improve company performance and can increase long-term economic growth. Where in this CSG using SGR measurement in which Robert C. Higgins introduces the SGR concept as another tool that is considered more useful in measuring company performance. Using intellectual resources effectively and efficiently will encourage sustainable company growth. In the era of global competition, where the flow of labor, capital, investment develops freely due to world economic blocks such as NAFTA, EU, ASEAN, MERCOSUER, member companies and companies that are not included in economic blocks are required to create special features or added value. goods and services so that they can compete superior among other companies. Heley et al. (2017) argued that there are two challenges faced by organizations in doing business, those challenges are the global challenge and the stakeholder challenge. The global challenge is a challenge originating from international organizations, the Global Challenge is characterized by globalization, market deregulation in a number of countries, cooperation between countries such as ACFTA, AFTA and NAFTA, technological change, and tariff waivers. While the stakeholder challenge is a challenge that comes from company stakeholders, namely consumer demand for an increase in the quality of goods and services produced, consumer demand to improve service quality, and organizational social responsibility in the surrounding environment.

The creation of new innovations that are interesting, innovative, which are difficult to imitate and in accordance with consumer needs will affect the continuity and sustainability of the company. Therefore, many companies are changing traditional business strategies to modern ones, namely diverting their investments from tangible assets to intangible assets in the form of knowledge. According to Selfiani & Yunita, (2022), in order to be able to compete competitively, currently there are not a few companies that have changed the management principles of companies that were originally labor-based (labor-based business) to become knowledge-based companies. Labor-based business adheres to the principle of labor-intensive companies, in the sense that the more employees a company has, the higher the productivity of the company so that the company can develop. On the other hand, knowledge-based business adheres to the principle that the company will create a way to manage knowledge as a means of obtaining income.

One of the approaches used in assessing and measuring knowledge assets is Human Capital (IC). Companies that are managed with intellectual capital will have different values in the eyes of investors from companies that invest in tangible assets. Selfiani and Usmar (2023) explained that intellectual capital is a group of knowledge assets which are organizational attributes and contribute significantly to improving competitive position by adding value to stakeholders. The knowledge assets referred to by Molina et al. (2021) are innovation, information systems, organizational management, and human resources. Where this IC uses The Value-Added Intellectual Coefficient (VAIC) method which starts with the company's ability to create Value Added (VA). In creating this VA, there are 3 components, namely human capital, relational capital or customer capital, and organizational capital or structural capital. There are many methods to measure Human Capital, one of which was developed by Pulic in Gomez (2022), namely The Value Added Intellectual Coefficient (VAIC) method which is designed to provide information about the value creation efficiency of tangible assets and intangible assets. VAIC is an instrument to measure the performance of a company's Human

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Capital. The main components of VAIC are physical capital (VACA – Value Added Capital Employed), human capital (VAHU – Value Added Human Capital), and structural capital (SCVA – Structural Capital Value Added) (Nguyen and Doan, 2020). In Indonesia, the Human Capital phenomenon began to develop, especially after the emergence of Statement of Financial Accounting Standards (PSAK) no. 19 (revised in 2000) regarding intangible assets. PSAK No.19 explains that intangible assets are identifiable assets and do not have a physical form and are owned for use in producing goods or providing goods or services, rented out to other parties or for administrative purposes. This phenomenon demands to find more detailed information on matters relating to the management of intellectual capital. Starting from how to identify, measure, to disclose Human Capital in the company's financial statements. Human Capital continues to grow in Indonesia, marked by the many companies in Indonesia using knowledge-based strategies. The increasing number of knowledge-based companies is indicated by the Indonesia Most Admired Knowledge Enterprise (MAKE) Study in 2005. The Indonesia MAKE Study is an award for the most admired knowledge-based companies in Indonesia. Local business actors need to increase their sensitivity to the development of intangible capital, as a supporting factor in winning the competition. Cita Citrawinda, Chair of the Association of Intellectual Property Consultants (AKHKI), said that pushing for the existence of Intellectual Property Rights (IPR) to become an integral part of encouraging business competition. Regarding intangible capital, not long ago, the World Intellectual Property Organization (WIPO), released the World Intellectual Property Report 2017. Thus, companies in Indonesia will be able to compete by using the competitive advantages obtained through creative innovations produced by intellectual capital owned by the company.

Although not stated explicitly, it can be concluded that Human Capital has received increasing attention. Human Capital can be one of the factors to determine the company's sustainable growth (corporate sustainable growth). Ni et al. (2020) believe intellectual capital (IC) is very important for sustainable companies because it offers a sustainable source of competitive advantage for companies (Farida and Setiawan, 2022) and helps achieve sustainable growth. sustainable and competitive lead. Selfiani & Usmar, (2023) believed that intellectual resources are environment. This enables the company to generate sustainable value (Ilyas and Osiyevskyy, 2022) and thus, ensures its long-term sustainability (Selfiani and Usmar, 2023).

Apart from Human Capital, which can influence corporate sustainable growth, there are several factors, one of which is profit margin. This study uses profit margin as a variable that strengthens the relationship between Human Capital and sustainable corporate growth, because the above phenomena show that profit can affect company growth in the property and real estate sector. Supported by research from Vuković et al. (2022) which states that the higher the profit margin value, the sustainable growth rate of a company will increase. According to Platt et al. (1995) sustainable growth rate is defined as the rate at which company sales and assets can grow if the company does not issue new shares and wants to maintain the capital structure. According to (Kim, 2021), SGR in each company is determined by four factors, one of which is the profit margin, where an increase in profit margin increases a company's ability to generate internal funds and thus increases its sustainable growth.

Profit margin is the ratio used to calculate the extent to which a company's ability to generate net profit at a certain level of sales. Profit margin is an indicator of a company's ability to reduce costs incurred in its operations. A high profit margin ratio indicates the company's ability to generate high profits at a certain level of sales and vice versa, a low profit margin indicates that the company is spending too much for a certain level of sales (Nariswari and Nugraha, 2020).

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Related research on Human Capital has been carried out in several studies and has had mixed results. Research conducted by (Xu & Wang, 2019). In this study, the calculation of the Sustainable Growth Rate uses the formulation of Higgins and Zhang & Cheng. The results show that Korean Manufacturing Companies with efficient Human Capital achieve greater profitability and higher sustainable growth. Likewise, the research conducted by Smriti and Das (2018) Empirical Study Using Simplistic Specification Approach". In this study, company growth is proxied by two indicators, namely Earning Growth (EG) and Asset Growth (AG). The results showed that Intellectual Capital proved to have a significant positive effect on company growth.

However, different results were conveyed (Ulfa, 2014). The results of his research show that Human Capital has a significant positive effect on profitability and productivity, but does not have a significant effect on company growth. From some of the previous studies above, there are differences regarding the influence of Human Capital on company growth. Departing from these differences, researchers assume that Human Capital does not always affect company growth and there are differences in the use of proxies in previous studies, so researchers are interested in reviewing Human Capital for sustainable corporate growth with different proxies and in different companies. This research is a replication of several previous studies on the Effect of Human Capital on Corporate Sustainable Growth. The difference between this study and previous research is to examine the effect of Human Capital on sustainable corporate growth, with Human Capital calculated using The Value-Added Intellectual Coefficient (VAIC) method and corporate sustainable growth calculated using the sustainable growth rate (SGR) by C. Higgins, according to Mulyadi et al. (2020) As well as adding a moderating variable, namely profit margin, calculated by Net Profit Margin (NPM).

The companies that will be used in this study are also different from previous studies, namely property and real estate service sub-sector companies listed on the Indonesia Stock Exchange (IDX) in. The property and real estate sector was chosen as the object of this research because research on the effect of IC on service sector companies, especially the property and real estate service sector, is still rarely conducted. Whereas service companies rely heavily on the ability of their employees in carrying out their business activities.

Property and real estate is a piece of land which is then added to other fixed assets that are permanently attached, including buildings, warehouses and other items attached to the construction of the product. The property and real estate industry requires both intellectual and physical knowledge. From the physical side, the company requires large financial capital to make a product, the ability to select and manage raw materials, develop physical assets, and build them into a product that has attractive selling power for consumers. On the other hand, companies also need the intellectual ability of their resources to create a concept, choose a location, determine prices, and make other decisions. In addition, property and real estate companies also need the ability to create good relationships with external parties in order to increase company profits. Therefore, effective intellectual capital management is needed in order to encourage the company's sustainable growth. The reason for choosing the property and real estate sub-sector companies as research objects is also because the growth of property and real estate sub-sector companies is experiencing ups and downs, but there are good prospects for the future, seeing that several infrastructure projects have been completed and the government will focus on the housing program.

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Furthermore, based on the Global Industries Classification Standard (GICS) in Woodcock and Whiting (2009) companies in the construction and real estate service sector are included in one of the High-IC Intensive Industries classifications, namely companies that are IC-intensive. Finally, property and real estate services sub-sector companies have high risks in the implementation of their activities and business decisions.

Based on the description of the research background above, the formulation of the research problem is as follows:
1. Does Human Capital have a positive effect on Financial Performance?
2. Does Corporate Sustainable Growth moderate the relationship between Human Capital and Financial Performance?

Based on the description of the background and the formulation of the research problem above, the objectives of this study are as follows:
1. To test and analyze the effect of Human Capital on Financial Performance.
2. To test and analyze the effect of Corporate Sustainable Growth on moderating the relationship between Human Capital on Financial Performance.

The theoretical benefit of this research is that it can provide new insights and contribute to theory development, especially with regard to understanding value added information generated by intellectual capital and relating to understanding the formula of the sustainable growth rate (SGR) which will be moderated by profit margins.

The practical benefits of this research are:
a. For students, this research is useful as reference material in understanding the influence of Human Capital on sustainable corporate growth with profit margins as a moderating variable in property and real estate companies
b. For academics, the results of this study can be used as a basic framework for further related studies, with different research periods and samples.
c. For companies, this research is useful as an aid in making decisions to assess what condition a company is in and as a source of information.

LITERATURE REVIEW

Stakeholder theory shows the maintenance of relationships with stakeholders which includes all forms of relationships between the company and all company stakeholders which include workers, suppliers, and company business partners. Stakeholder theory says that accounting reports are considered to explain a strategy to influence the company's relationship with other parties who interact with it (Barney and Harrison, 2020). This stakeholder theory also says that a company is not an entity that only operates for its own sake but must provide benefits to its stakeholders. Stakeholder theory also says that a company is not an entity that only operates for its own sake but must provide benefits to its stakeholders. A business can run with strong support, between the company and the environment within the company as well as the environment around the company, good cooperation can be carried out through meeting stakeholder needs, it is hoped that this can improve stakeholder performance and be able to maintain company relationships with stakeholders outside the company, that way it can generate profit for the company.

This study uses the theory of stakeholder theory in explaining research problems. In the context of explaining the concept of Human Capital, stakeholder theory must be viewed from both

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fields, both the ethical (moral) and managerial fields. The field of ethics argues that all stakeholders have the right to be treated fairly by the organization, and managers must manage the organization for the benefit of all stakeholders (Haque et al., 2016). The managerial field of stakeholder theory argues that the power of stakeholders to influence cooperative management must be viewed as a function of the level of stakeholder control over the resources needed by the organization. In addition, according to Gray et al. in Barney and Harrison (2020), the company's survival depends on the support of stakeholders so that the company's activity is to seek this support.

Company growth is the company's ability to increase size (Vuković et al., 2022). Stakeholder Theory, the successful growth and sustainability of a company will be realized if a company can manage its intellectual resources optimally. Thus, the use of intellectual resources effectively and efficiently will encourage development capabilities for the company.

The term “sustainable growth” from a financial perspective, sustainable growth implies affordable growth that can be sustainably profitable for future benefits. The concept of sustainable growth of the firm was popularized by a study from Higgins in 1977, in which he first proposed the use of the continuous growth rate model in explaining practical limits for growing firms.

The concept of sustainable growth rate explains, "what sales growth is consistent with the reality of companies and financial markets. To be more specific, the sustainable growth rate seeks to explain the highest annual growth in terms of the percentage of sales a company can afford without issuing further (i.e. new) equity or, changing its financial policies the company's sustainable growth is measured by the Sustainable Growth Rate (SGR) by C. Higgins, according to Vuković et al. (2022).

Human Capital is a company resource that plays an important role, such as physical capital and financial capital. For that the company needs to create added value for the company. The scheme of intellectual capital describes three elements, namely intellectual capital attached to humans (human capital), intellectual capital attached to organizations (structural capital), and intellectual capital attached to relationships with external parties (customers). capital). According to Boon et al. (2018), the term Human Capital is used for all that are non-tangible or non-physical assets and resources of an organization, which includes processes, capacities, innovations, patterns, and knowledge that are not visible from its members. and collaboration networks and organizational relationships. Human Capital is also defined as a combination of intangible, financial and human resources in a system capability to create stakeholder value.

Human Capital can also be referred to as intellectual property, intellectual assets, and knowledge assets. But basically, these three terms have different concepts. Human Capital is considered as knowledge with potential value. When knowledge is confirmed by ownership, then that knowledge becomes an intellectual property whose value can be measured by its users. Human Capital shows the transformation into something of value to the company. Meanwhile, intellectual assets are an exchange of forms for the transformation of that knowledge. In accounting terms, intellectual assets are on the debit side of individual assets such as patents, while Human Capital is on the credit side or the total assets of the organization invested in intellectual assets. The Society of Management Accountants Canada (SMAC) defines Human Capital as an item of knowledge possessed by humans which then enters the company which will generate future profits for the company.

The Value-Added Intellectual Coefficient (VAIC) provides information about the efficiency of value creation from tangible and intangible assets within a company. VAIC is used because it is considered the most suitable indicator for measuring Human Capital in empirical research (Pulic and Bornemann, 1997).

Some of the main reasons that support the use of VAIC include the VAIC (Value Added Intellectual Coefficient) providing a standard and consistent basis for measurement, standard financial figures that are generally available from company financial reports, thus enabling more effective international comparative analysis using a smaller sample size. in various industrial sectors (Pulic and Bornemann, 1997).

Second, all data used in VAIC (Value Added Intellectual Coefficient) calculations are based on audited information, so that calculations can be considered objective and verifiable

VAIC (Value Added Intellectual Coefficient) is an analytical procedure designed to enable management, shareholders, and other relevant stakeholders to effectively monitor and evaluate the efficiency of value added or Value Added with the company's total resources and each component of the main resources. Where added value is the difference between income (OUT) and expense (IN).

Calculation of Human Capital using the (VAIC) method is measured by value added which is formed from the sum of physical capital (VACA – Value Added Capital Employed), human capital (VAHU – Value Added Human Capital), and structural capital (SCVA – Structural Capital Value Added).

Financial ratio analysis is an analysis tool expressed in a relative or absolute sense to explain certain relationships between one element and another in a financial statement (financial statement) (Sofyan, 2019). There are 4 (four) groups of financial ratios, namely:
(1) The liquidity ratio is the ratio to determine the company's ability to finance operations and meet financial obligations when billed;
(2) The activity ratio is the ratio to determine the company's ability to carry out daily company activities or the company's ability to sell, collect receivables and use assets owned;
(3) The profitability ratio is the ratio to determine the company's ability to obtain profits from various policies and decisions that have been taken; and
(4) The solvency ratio is the ratio to measure how far the company's assets are financed by debt.

Return on Total Assets or better known as Return on Investment (ROI) is a ratio that shows the yield (return) on the total assets used in the company. This ratio is also a measure of management's effectiveness in managing its investments. The smaller (lower) this ratio, the less good, and vice versa. The definition of Return on Assets (ROA) according to is the company's ability to utilize its assets to earn profits. This ratio measures the rate of return on investment that has been made by a company using all its funds (assets). This ratio can be compared with the prevailing bank interest rate (Selfiani and Purwanti, 2020).

The relationship between Human Capital and corporate sustainable growth can be explained in this theory, company management must be able to manage Human Capital in this case the resources owned by the company, both employees (human capital), physical assets (physical capital), and structural capital. If all the resources owned by the company can be managed and

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utilized properly, it will create added value for the company. In increasing the added value, the company's growth will be better so that it can affect the company's sustainable growth. This is in accordance with research from Mukherjee and Sen (2019) showing a significant positive impact on the company's sustainable growth. The creation of value added by company management aims to increase profit (profit) for the benefit of stakeholders and will also increase the company's growth.

In increasing corporate sustainable growth, there are other things that need attention, namely profit (profit margin). Because the company's profit margin level can increase the company's sustainable growth. When a company has a high profit rate, the sustainable growth rate will increase. Supported by research from (Nasim and Irnama, 2015) which states that the higher the profit margin value, the sustainable growth rate of a company will increase. The framework of thought that underlies this research can be described as follows:

Company growth is the company's ability to increase size (Kallapur and Trombley, 2001). Stakeholder theory shows the maintenance of relationships with stakeholders which includes all forms of relationships between the company and all company stakeholders which include workers, suppliers and company business partners. Where intellectual capital becomes one of the drivers in the company's growth. The World Bank (Anon, 1998) defines the importance of intellectual ability and knowledge as a driving force in national economic growth. Furthermore, Stakeholder Theory explains that company management must be able to manage Human Capital, in this case the resources owned by the company, both employees (human capital), physical assets (physical capital), and structural capital. If all the resources owned by the company can be managed and utilized properly, it will create added value for the company. In increasing the added value, the company's growth will be better so that it can affect the company's sustainable growth (Selfiani et al., 2024). The creation of added value carried out by the company's management is aimed at the interests of the stakeholders. According to Gray et al. in Barney and Harrison (2020), the survival of the company depends on the support of stakeholders so that the company's activity is to seek this support.

As previously stated, Human Capital is important for corporate sustainability. Smriti and Das (2018) confirmed that Human Capital is the foundation of sustainable growth and competitive leadership. Mukherjee and Sen (2019) and (Musseng, 2018) have proven that Human Capital has a positive influence on sustainable growth. The research results of Marfuah and Maricha Ulfa (2014) and (Dženopoljac et al., 2016) show that Human Capital has no significant effect on company growth. However, from the perspective of the company's sustainable growth, (Xu & Wang, 2018) found that the impact of Human Capital on the company's sustainable growth was significant and positive. On the basis of previous research and existing theory, the hypothesis is:

H1: Human Capital has a positive effect on financial performance

When a company has a high profit rate, the sustainable growth rate will increase. Supported by research from Nasim and Irnama (2015) which states that the higher the profit margin value, the sustainable growth rate of a company will increase. In line with stakeholder theory which states that all stakeholders have the right to be treated fairly by the organization, and managers must manage the organization for the benefit of all stakeholders (Deegan, 2004). Companies seek profit (profit) not only for stakeholders, but for the sustainability of the company. On the basis of previous research and existing theory, the hypothesis is:

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H2: Corporate Sustainable Growth moderates the relationship between Human Capital and Financial Performance

RESEARCH METHOD

According to (Sekaran & Bougie, 2016) research design is a framework designed in research. This study uses a quantitative approach, namely the type of research that explains causation, knows the causality relationship between financial performance influenced by several independent variables, namely human capital. Corporate Sustainable growth is a predictable moderating variable, able to strengthen or weaken the influence on Financial Performance. The tool for testing hypotheses uses the SPSS application which functions to process data (Ghozali, 2018).

Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2020).
The population in this study are property and real estate companies listed on the Indonesia Stock Exchange (IDX). The property and real estate sector was chosen as the object of this research because research on the effect of IC on service sector companies, especially the property and real estate service sector, is still rarely carried out.
The sample is part of the number and characteristics possessed by the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, manpower and time, the researcher can use samples taken from that population (Sugiyono, 2020).
If less than 100, it is better to take all of them until the research is a population study. If the large population can be taken 10-25% or 20-55%, so the authors use 35% of the population, namely 35 companies out of 100 Kompas100 Index companies listed on the Indonesia Stock Exchange in 2021

Sampling in this study was carried out by purposive sampling. Purposive sampling is a sampling technique for data sources with certain considerations (Sugiyono, 2020).
The considerations are as follows:
1. Kompas100 Index Company listed on the IDX in 2021
2. Provide a complete annual report or Annual Report for 2021
3. Providing Sustainability Reports.

Human Capital (X1) Intellectual Capital is material that has been compiled, captured and used to generate higher asset values.
(Ulum et al., 2016)
VA (Value Added)
VA = OUT-IN
VACA (Value Added Capital Employed)
VACA = VA/CE
VAHU (Value Added Human Capital)
VAHU = VA/HC
STVA (Structural Capital Value-Added) (Pulic, 1998)

Corporate sustainable growth (X2) Sustainable Growth Rate (SGR) is the maximum level when company sales can increase without running out of financial resources (Higgins, 1989) SG = R1/NPAT χ PBIT/S χ (NPBT)/PBIT χ (1-T) Ratio

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ROA (Y) The ratio used to calculate the extent to which a company's ability to generate net profit at a certain level of sales. Financial Performance (Return on Assets) Net Income before Tax / Total Assets (Selfiani & Murtanto, 2020).

Regression analysis is used to test how big the relationship is between the independent variables and the dependent variable and to find out the direction of the relationship (Ghozali, 2018). The test results will provide the results of the rejection or acceptance of the research hypothesis. A simple linear regression analysis test is formulated as follows:
KK = a + b_1 HC +b_1 HC.SG+∈

Information:
KK : Financial Performance
HC : Human Capital
CSG : Corporate Sustainable Growth

This study uses multiple regression with Moderated Regression Analysis (MRA) to investigate the relationship between Human Capital and Financial Performance with Corporate Sustainable Growth as a Moderating Variable. This test was conducted to see the significance of the individual influence of the independent variables in the model on the dependent variable. The moderator variable acts as a variable that can strengthen or weaken the relationship between the independent and dependent variables. One method for analyzing moderating variables is moderating regression. Moderation regression analysis is a regression analysis that involves moderating variables in building the relationship model. This means that a variable can be said to be moderating if in conjunction it can strengthen or weaken the dependent variable. In this study, the Moderated Regression Analysis (MRA) interaction test will be used. The moderation hypothesis is accepted if the Corporate Sustainable Growth moderating variable has a significant influence, the coefficient must be significant 0.05 and 0.01. The Moderated Regression Analysis (MRA) interaction test is formulated as follows:

KK = a + b_1 HC +b_2 HC.CSG+∈

Information:
KK : Financial Performance
HC : Human Capital
CSG : Corporate Sustainable Growth

RESULTS AND DISCUSSION

Descriptive statistics explain the description of the criteria of the research sample that represents the population. Descriptive statistics contain characteristics which include the average value (mean), maximum value (max), minimum value (min), standard deviation and the amount of observation data for each variable.

Table 1. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
HC	35	.00	.80	.3403	.16641

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CSG	35	20.22	32.01	26.8716	2.95672
KK	35	.20	.80	.3968	.11730
Valid N (listwise)	35				

In the discrete table, it can be seen that the HC (Human Capital) (X) variable has a minimum value of 0 and a maximum of 0.80 with an average of 0.3403 and a standard deviation of 0.16641. CSG (Corporate Sustainable Growth) (Z) has a minimum value of 20.22 and a maximum of 32.22 with an average value of 26.8716 and a standard deviation of 2.956672, while KK (Financial Performance) (Y) has a minimum value of 0.20 and maximum value of 0.80 with an average of 0.3968 and a standard deviation of 0.1173

The classical assumption test is an analysis carried out to assess whether in an Ordinary Least Square (OLS) linear regression model there are problems with classical assumptions.

According to Ghozali (2018), the normality test aims to test whether the residual values that have been standardized in the regression model are normal or not. Normality testing in this study uses two methods, namely by graphical analysis and the Kolmogorov Smirnov test (KS). Graph analysis is done by looking at the histogram graph and the P-Plot graph. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram shows a normal distribution pattern, then the reference model meets the assumption of normality. Good data is data that has a normal distribution pattern like the picture.

After going through all the classical assumption tests, it can be said that the multiple linear regression mode is feasible or can be used as a basis for returning decisions to test hypotheses and to know the effect of human capital (x) on financial performance (y) with corporate sustainable growth as a moderating variable based on the results of the analysis obtained. as follows:

Table 2. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	.353	.094		3.754	.000		
HC	.533	.063	.756	8.440	.000	.957	1.045
CSG	-.005	.004	-.129	-1.438	.015	.957	1.045

Y = a + b1HC + b1 HC.CSG + e
Y = 0.353 + 0.533 - 0.005 + e

The interpretation of this equation is explained as follows.
- A constant of 0.353 means that if human capital and stock return (Y) is 0.353.
- The regression coefficient of the X variable is 0.533, meaning that if the other independent variables continue to increase by 1%, then the Y variable will decrease by 0.533.
- The regression coefficient of the x2 variable is 0.005, meaning that if the other independent variables increase by 1%, the stock return (y) will decrease by 0.005.

The most dominant variable means that the variable that has the greatest value influencing Financial Performance (Y) is the HC variable because it has value coefficient of 0.533. This means that if HC increases by 1% then Y will increase by 0.533.

Sig value is known. For the effect of X1 on Y is 0.000 (< 0.05), then H1 is accepted, which means that Human Capital has an effect on Financial Performance. Whereas Z strengthens the relationship between X and Y, a significance value of 0.015 (< 0.05) is obtained, then H2 is accepted, which means that corporate sustainable growth strengthens the relationship between human capital and financial performance.

The coefficient of determination is to determine the degree of influence in the form of a percentage of the independent or independent variables, namely human capital and corporate sustainable growth, which are considered constant

Table 3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.740[a]	.547	.532	.08025	2.590

a. Predictors: (Constant), HC, CSG
b. Dependent Variable: KK

It is known that the Adjusted R Square value is 0.532, which means that the effect of the independent variable (x) on the dependent variable (Y) is 53.2% and the remaining 46.8% is explained by other variables that were not examined in this study.

In testing the determination hypothesis where R square has a value of 0.531 (> 0.05), which means that the influence of human capital has a significant effect on stock returns, this is the same as research conducted by (Nursasi, 2017) that human capital has an effect on financial performance, this is also in accordance with research conducted by (FA et al., 2018). the same thing can also be seen in the t-table test or t-test where it is known that the significance value for the effect of X on Y is 0.000 (< 0.05), then H1 is accepted, which means that Human Capital has an effect on Stock return (Y). The results of this study are also in line with Mukherjee and Sen (2019), and (Musseng, 2018). Whereas for Z to strengthen the relationship between X and Y, a significance value of 0.015 (> 0.05) is obtained, so H2 is accepted, which means that corporate sustainable growth strengthens the relationship between human capital and financial performance, The results of this study are also in line with (Xu & Wang, 2019), Nasim and Irnama (2015).

The results of this study are also in accordance with the grand theory used in this study. According to (Fontaine et al., 2006), the main objective of stakeholder theory is to help corporate management understand their stakeholder environment and manage more effectively between the existence of relationships in their corporate environment. To explain the relationship (VAIC) with corporate sustainable growth, stakeholder theory is viewed from both the ethical (moral) and managerial fields.

CONCLUSIONS AND SUGGESTIONS

In accordance with the results of tests performed. Then it can be concluded as follows:

1. Multiple regression analysis that human capital has a greater influence on financial performance than the company's sustainable growth.
2. The realization that the Adjusted R Square value is 0.532, which means that the influence of the independent variable (x) on the dependent variable (Y) is 53.2% and the remaining 46.8% is explained by other variables that were not examined in this study.
3. Human capital has a positive effect on financial performance
4. The Company's Sustainable Growth strengthens the relationship between Human Capital and Financial Performance.
5. For Investor, this research is useful as an aid in making decisions to assess what condition a company is in and as a source of information

The limitations in this study include:
1. The number of samples used in this study only uses manufacturing sector companies listed on the Indonesia Stock Exchange. So the conclusions of this study may not apply to companies in other sectors."
2. There are many variables that can be used to determine the effect on finances, but this study only uses human capital and corporate sustainability; So for further research it is necessary to add independent, intervening or other moderating variables in order to be able to explain financial performance.
3. The period of supervision in this study was limited.

The suggestions provided for further research are:
1. Increase the number of research samples and not be limited to the manufacturing sector, such as adding the property sector, financial sector, infrastructure sector, utilities & transportation so that it is expected to increase the accuracy of research results.
2. Adding other variables as independent variables related to financial performance, such as profitability, liquidity, and social responsibility.
3. Adding a longer observation time to increase the validity of the test results.

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