

***Head Hunter's Perspective: A Multidimensional View of Intellectual
Capital***

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Kata Pengantar

Dengan memanjatkan puji syukur ke hadirat Tuhan Yang Maha Kuasa, akhirnya telah terpublikasi artikel yang berjudul “*Head Hunter’s Perspective: A Multidimensional View of Intellectual Capital*” yang dipublikasikan pada proceedings internasional conference, yaitu *Advances in Global Business Research*, Vol. 13, No. 1, pp. 1087-1104, ISSN: 1549-9332, Referred Proceedings of the *13th Annual World Congress of the Academy for Global Business Advancement (AGBA) and 2016 AGBA - Indonesia Chapter's Inagural Conference*, www.agba.us, yang dilaksanakan pada tanggal 26-27 November 2016, di Solo, Indonesia; yang ditulis bersama (Sri Sarjana, Dwi Kartini, Popy Rufaidah, Yunizar).

Artikel penelitian ini merupakan salah satu penelitian bersama yang disusun secara sistematis, didalamnya memuat latar belakang penelitian, rumusan masalah, tujuan penelitian, kajian pustaka, metode penelitian, hasil penelitian dan pembahasan, serta kesimpulan dan saran. Diharapkan artikel ini memberikan manfaat dalam meningkatkan kualitas dan kuantitas penelitian di bidang ilmu pemasaran khususnya perilaku konsumen.

Penulis artikel ini menyadari bahwa upaya ini tidak mungkin dapat terselenggara tanpa bantuan berbagai pihak. Pada kesempatan ini, ingin disampaikan penghargaan dan terima kasih yang sebesar-besarnya kepada semua pihak yang tidak dapat disebutkan satu persatu yang telah banyak membantu kelancaran penyusunan modul ini. Kritik dan saran sangat membantu penyusun modul untuk perbaikan di masa mendatang. Akhir kata semoga artikel prosiding ini dapat menjadi masukan dan memberi manfaat bagi penelitian akademis dan praktis lainnya.

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HEAD-HUNTER'S PERSPECTIVE: A MULTIDIMENSIONAL VIEW OF INTELLECTUAL CAPITAL

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Abstract

Head-hunter developed human resources through improved intellectual capital. Intellectual capital is needed for head-hunters to achieve job satisfaction. The purpose of this study is to explore the relationships of trust, self-efficacy, intellectual capital and job satisfaction in head-hunter firms at Indonesia. There are 253 candidates for head-hunters services were selected for investigating the potential linkage among trust and self-efficacy aspects to contribute for intellectual capital in head-hunter processes. A structural equation model is used to analyze this model. A new conceptual model for intellectual capital is developed based on previous models in the literature. Trust and self-efficacy are the important antecedent of perception of intellectual capital for head-hunter processes. Findings from this study support that trust and self-efficacy have significant effect on intellectual capital. Intellectual capital has significant effect on job satisfaction. This finding integrates insights in intellectual capital framework into a generalization of the stakeholder satisfaction in head-hunter firms. Furthermore, this study suggest to head-hunter firms in order to develop human resources through improved intellectual capital to bring between candidates and clients that suit their needs.

Keywords: head-hunter, intellectual capital, job satisfaction, self-efficacy, trust

Introduction

Executive search or called "head-hunter" becomes a profession respected by job seekers. Head-hunters generally provide job opportunities for "white collar" with criteria in the management level or above. The uniqueness of the head-hunters are in the habit of "piracy" of workers in a particular company by offering jobs that are considered to have a better chance at another company. The new position in companies that offered by head-hunters should be "tempting" or provide better value in the improvement of career or salary increase. Head-hunter firms generally have a database that contains a list and specifications of candidates who are the partners. Candidates have high quality and competence as a core business. Client as companies that need workers also become the main core business. Database candidates are become business asset is valuable for head-hunter firms. The more the database of candidates who have a high quality and competence of the opportunity in filling the needs of workers in client companies are also getting bigger. Head-hunter main task is to provide and give candidates as required by the client. Value criteria for candidates to be "appropriate" is not only the quality and competence, but also monitored the background, track record and its potential.

Head-hunter is a specialist company for executive job seekers to get qualified candidates and has the best credibility in the field that was involved. Head-hunter is an expert from the field of candidates looking for a job. Head-hunters will choose a candidate who has the advantages and decent offer to its clients. Through the power of its network, head-hunters can bring potential employees with a company that is needed. Not just anyone who would be a candidate by hunter executives. When a person contacted by a head-hunter it means that toil in the works for this attention and interest to the head-hunter (Setiani, 2013). Economic growth is important but knowing exactly how the process of innovative grows the intellectual capital of a nation is just as important because the underlying theoretical basis may reveal deeper insights and has larger implications than the concrete outcome (Chew & Sharma, 2014). Intellectual capital uses and transforms resources in market outputs, drawing the line between success and failure. Success is achieved when the three intellectual capital's components work together that is the human capital, the structural or organizational capital and the customer capital (Izvercian et al., 2013). The culture of development is heavily reliant upon adaptability and the readiness to realize growth,