

ABSTRACT

The performance of a company can be seen through two things: financial and non-financial. Mostly in among scholars, are commonly discuss from financial perspective. Meanwhile another theory said that, performance measurement on non-financial indicators also very important to measured. A part of non financial performance is an employee performance. An employee performance could bring an advantage to a company, because it might influence the way how company could reach their goals.

As the scholar discuss more about from the literature review, an employee performance could not stand alone as the only factor to influence a successful company, in the domain of reaching their company goals. We findings that, there are another influence factors, they are human resource management performance, and innovation as an mediating factor. This research are trying to proof that, by measuring those factors in a company. A quantitative research occurred in this research uses a conclusive study, in order to test whether the relationships among variables that occur in the research also occur in the object or field under study. This research was held on a moelem fashion company, that now trying to grow because of their management resolution recently, particularly in human resource management performance.

As a result, we finding that there are a strong relation among those variables. We conduct the measurement using Partial Least Square (PLS). The number shown the R^2 is 0,65, which means by theory it defines that this model is good. As a Suggestion, we also expect, that this research could be developed by another industry, because it might be find another factors that are not measured here, and could give more contribution to this research model

Keywords: *Employee Performance, Fashion business, Human Resource Management Performance, Innovation*