

ABSTRACT

In order to achieve the expected level of organizational effectiveness, companies need to pay attention to employee job performance which can be influenced by various factors, two of which are human capital development and inclusive leadership in the company which can directly or indirectly affect organizational effectiveness. In facing the competition and industrial developments that occur, PT Dutagaruda Piranti Prima (DPP) has been quite good at implementing various support programs or systems to maximize employee work performance, in addition, DPP routinely conducts various types of surveys to finally be used as a benchmark for the level of organizational effectiveness.

This research is included in quantitative research using causal descriptive analysis techniques. The method used to examine the sample is a survey of 59 DPP employees and processed using SmartPLS Software version 3.2.9.

The results of this study are that all hypotheses are accepted. There is a positive and significant influence of human capital development on employee job performance, inclusive leadership on employee job performance, human capital development on organizational effectiveness, inclusive leadership on organizational effectiveness, and employee job performance on organizational effectiveness. In addition, employee job performance is proven to have a positive and significant effect in mediating the influence between human capital development and organizational effectiveness, and inclusive leadership with organizational effectiveness.

Keywords: *human capital development, inclusive leadership, employee job performance, and organizational effectiveness.*