

ผลกระทบของทุนทางสังคมและทุนมนุษย์ต่อผลการดำเนินงาน
ของอุตสาหกรรมธนาคารในกลุ่มประเทศอาเซียน

THE IMPACT OF SOCIAL AND HUMAN CAPITAL ON THE PERFORMANCE
OF THE BANKING INDUSTRY IN ASEAN COUNTRIES

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Received 24 December 2020

Revised 19 June 2021

29 June 2021

Accepted 29 June 2021

บทคัดย่อ

บทความนี้มีวัตถุประสงค์เพื่อวิเคราะห์อิทธิพลของทุนทางสังคมและทุนมนุษย์ที่มีต่อผลการดำเนินงานของอุตสาหกรรมธนาคารในกลุ่มประเทศอาเซียนทั่วโลก ข้อมูลถูกดึงมาจากฐานข้อมูลของธนาคารแต่ละแห่ง ฐานข้อมูลธนาคารของรัฐ และฐานข้อมูลธนาคารโลก โปรแกรม STATA ถูกใช้เพื่อวิเคราะห์แบบ Generalized Movement Method (GMM) และอื่นๆ ผลการวิจัยพบว่า ทุนมนุษย์และทุนทางสังคมมีส่วนสัมพันธ์เชิงบวกกับประสิทธิภาพของสถาบันการธนาคารของประเทศในกลุ่มอาเซียน การค้นพบเหล่านี้ยังชี้ไปถึงหน่วยงานบังคับใช้กฎระเบียบและการพัฒนาที่พวกเขาต้องเพิ่มความสามารถของทุนทางสังคมและทุนมนุษย์ในการดำเนินงานของธนาคารและบริษัทอื่น ๆ ในประเทศ

คำสำคัญ: ทุนมนุษย์ ทุนทางสังคม ผลการดำเนินงานของบริษัท สถาบันการธนาคาร

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Abstract

The purpose of the current article is to analyze the influence of the social as well as human capital on the performance of banking industry in the ASEAN countries around the globe. The data were extracted from the individual banks database and their state bank database and World Bank database. The STATA was employed to run the generalized movement method estimator and other analysis of the data. The findings uphold that the human as well as social capital has positive nexus with the performance of banking institutions of the ASEAN countries. These findings also guided to the regulation implementation and development authorities that they must enhance the ability of social and human capital on the performance of the banking and other firms in the country.

Keywords: Human Capital, Social Capital, Firm Performance, Banking Institutions

Introduction

There is a noteworthy increase in the information escalated section of financial movement at world level. Thus, it has expanded scholarly and industry experts' enthusiasm for the different features of information creation and move inside and between boundaries. In this investigation, we center around innovation as it is considered one of the most significant parts of information creation (Collinson, 2000) and in this study we are able to discover two kinds of capital along with their role, for example human and inclusive of social capital, as indications to innovate act at the level of society.

Past examinations have inspected that in what way nations vary as far as their degree of innovation action and have utilized Hofstede (1980) dimensions of the culture (for example vulnerability shirking, independence, control separation, and manliness womanliness) to clarify why certain nations innovate on higher note in comparison with others. For example, S. A. Shane (1992) proposed individualistic and non-various leveled cultures are more innovative in comparisons with other. Further, it has been proposed that cultures that are all the more ready to acknowledge vulnerability might be more inventive than vulnerability maintaining a strategic distance from societies on the grounds that the authenticity of innovation supporting is more noteworthy in organizations inside the previous societies (Shane, 1995). So also, earlier research has inspected how various societies contrast as far as their 'innovative conduct' in view of the social qualities that are predominant inside a nation (Hussain, Musa, & Omran, 2018). That is, it has been recommended that people from 'doing-focused' societies (for example the US) underline individual achievements and objective accomplishment to a more noteworthy degree than individuals from more 'being-focused' societies (Netherland's example) (Adler, 1997). For example, Kemelgor (2002) proposed huge contrasts in the degree of innovative direction among US organizations and their Dutch companions. Further, In this work we expand on the idea that shared traits with-in nations as to (1) people's resources and

(2) the way wherein people connect with and identify with one another influence a nation's financial action (Hussain, Mosa, & Omran, 2018).

More precisely, in this investigation we investigate the connection among the volume of human and inclusive social capital inside a nation from same viewpoint, and the on the other side nation's degree of innovation (Bellandi, 2001). It ought to be noted forthright that a significant literature section which has that analyzed the human along with social capital effect on fiscal results, concentrated on procedures and occurrences which locally occurs as opposed to the national (Hussain, Musa, & Omran, 2019). As instance the investigation on manufacturing industries domains and innovational environments have contended that nation level financial improvement might be promoted by variables, for example, common frame of mind towards shared attitudes trust in business, social prestige identified with local organizations conduct, and nations closeness among complex human along with physical capital just as by the presence of 'untraded interdependencies', for example, communal processes and handling rules and also knowledge trading (Storper, 1995). Besides, earlier social capital research plot contrasts in social capital degrees among areas and networks inside similar national boundaries. Onyx and Bullen (2000) proposed that social capital gravity varies among 5 Australian works. Putnam, Leonardi, and Nanetti (1994) similarly discussed about contrasts in social capital degree in two different south and east side of Italy and contended that divergence in the fiscal progression levels among these 2 territories are ascribed contrasts. Subsequently, in this work it is recognize that human along with social capital sum on society frequently originates out of factors which knit the social groups in a true manners, and yet, this investigation contend that fiscal progression and yield is the consequence of aggregate fiscal act of individual at local level inside a nation. That is, we consult with a 'generative development' framework for social orders the fiscal prosperity of a state or region inside a nation doesn't really happen to the detriment of another locale inside that same nation (Maillat, 1999). At the end of the day, this investigation expects that 'the development execution of an individual area can be raised and may affect the national development rate without fundamentally unfavorably influencing the development pace of its neighbors. Expansion through new technical of mechanical innovation is a valid example' (Maillat, 1999). Hence, our investigation is steady with earlier research that addresses the government role and strategy producers in upgrading in general national development by invigorating the creative ability of distinct states (Camagni, 1992). Regardless of needs to stay aware to way that inside country, and even inside state diversities in the degrees of social, human capital, and inventive exercises (Shittu, Hassan, & Nawaz, 2018).

In such a rapid changing world the nation who failed to pay attention on its human capital failed to meet the world. Human capital acts as an important variable in development of any country economy. Nations, who are paying attention on this capital growing with the

passage of time. For instance, Singapore, let's have a highlights of ASEAN countries' regarding investment in human capital.

Table 1: Investment in Human Capital

Country Name	HCI Score	Rank
Singapore	0.88	1
Vietnam	0.67	48
Malaysia	0.62	55
Thailand	0.66	65
Philippines	0.55	84
Indonesia	0.53	87
Cambodia	0.49	100
Brunei	0.47	107
Myanmar	0.47	107
Laos	0.45	111

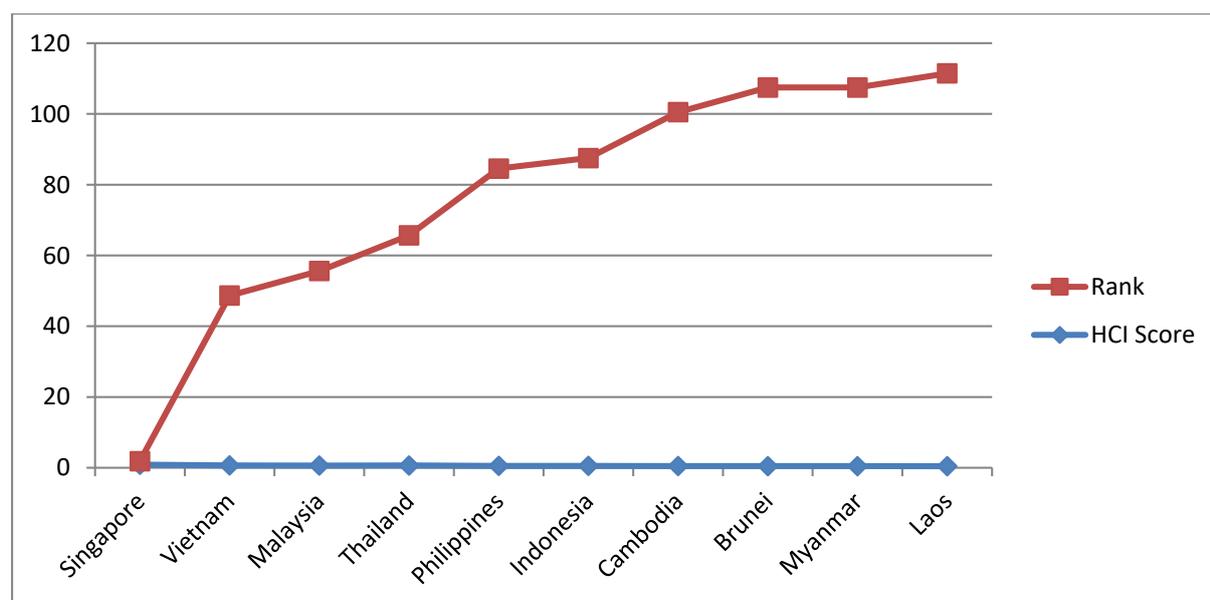


Figure1: World Bank Group Human Capital Index 2018

Source: World Bank Group (2018)

The above reflected diagram given a reflection of investment in human capital by ASEAN countries in agreement with World Bank Group Human Capital Index 2018. Although Singapore scoring top position but on the other hand Laos also scoring 111 in list which is a clear evidence that there is minor attention paid to human capital in this country.

Literature Review

Human capital belongs to people's information and capacities which take into consideration changes in real life and fiscal development (Coleman, 1988). It might create by conventional preparing and planned drill for refreshing and reestablishing one's abilities so as to do well in the public arena. Earlier investigation has prepared a qualification among various sorts of the human capital (Florin & Schultze, 2000).

Outsources capital of human relates with information and abilities which are important just inside a particular firm. For example, earlier works have inspected the effect of firm-related ability inside the establishing group on the achievement on high pace growth ablaze organizations. The organization-explicit abilities might gave organizations a favorable position over and their rivals as such aptitudes can't be transfer to organizations (Grant, 1996), restricted correspondence measure and organization internal response connected with such aptitudes marks such sort of capital just limitedly affect the degree of creative action inside a district or the more extensive society.

Industry-explicit human capital relates to information got as a matter of fact explicit to an industry, and a few investigations have inspected the experience of the industry role regarding the expansion and fiscal enactment of entrepreneur events (Siegel, Siegel, & Macmillan, 1993). Earlier investigation proposed that outsourced capital of the industry can assume a significant position in creative act life inside a sector in the event that it is described by excellent information trade between the basic performers with in that particular business sector (Bianchi, 2001). Abilities relates to industry might specifically be incredible making innovation when new item or procedure thoughts result from the mix of close correspondence among organize accomplices from one viewpoint and implicit skill present in existing innovation then again. The unsaid idea of industry-explicit expertise is the maker of that particular form of capital frequently justifiable the gives a defensive component which might reduce patent assurance requirement (David, 1975). A study by Maskell and Malmberg (1999) contended regarding social sense contiguity inside the locale concerns as far as development in that the trading of implied information frequently requires a high level of common comprehension. Further, Saxenian (1994) contended that the accomplishment of Silicon Valley is incompletely identified with the nearness of a serious progression of inferred information among neighborhood organizations coordinated at open correspondence, which at last brought about a consistent procedure of gradual information advancement inside that district; the issues confronting the Route 128 territory, in any case, might be clarified by a nearby culture of mystery and restricted between firm participation.

Not at all like the financial perspective on human activity that sees people like means which create and also form environmental variables, such a capital makes a sociological perspective on mankind and individuals are considered as performers formed by the cultural components. SC has gotten expanded consideration in exiting investigation and learned

numerous stages, inclusive of hierarchical (Nahapiet and Ghoshal (1998). Literature having focal recommendation regarding SC is such a system which establish the link and can be used to give benefit to entire system. Initially, SC at individual stage considered like resources implanted connotations with other organizations. Second, authoritative level, SC is characterize like incentive to organization as far as the connections shaped by its individuals to participate in aggregate activity (Nahapiet & Ghoshal, 1998). Finally, SC role is inspected at progressively full scale as far as its effect on the prosperity of areas or social-orders (Bourdieu, 1986; J. Coleman, 1990; Putnam, 2000; Putnam et al., 1994). Additionally, earlier investigations industry structure effect cultural advancement by clarifying in what way 'modern regions' speak to neighborhood those arrangements in SC which high in social capital as they are described by shared trust, collaboration and enterprising soul just as a huge number of nearby little firms with reciprocal particular capabilities (Saxenian, 1994). In other words, a few researchers have recommended that districts with an enormous number of littler however seriously connecting firms might be bound to appreciate monetary success and innovative imperativeness contrasted with territories commanded by huge firms. As conceptualized social capital as highlights of social associations, for example, organize structures, standards, and trust that encourages coordination and collaboration for shared advantage inside a general public (Hmieleski, Carr, & Baron, 2015; Moongvicha, 2018; Boontham, 2019).

Human Capital and Firm Performance

HC radiates out of crucial suspicion groups of individuals who aptitudes and capacities which might enhanced, also all things considered could alter the manner in which individuals act. HC is considered typified with abilities, information, and mastery which individuals having; that is viewed as significant wellspring of upper hand to people, associations, and social orders (J. S. Coleman, 1988; Gimeno, Folta, Cooper, & Woo, 1997). There is positive relationship between the general degree of human capital, as estimated by instruction level and work understanding, and monetary execution at both the business visionary's level and the association's level (Gimeno et al., 1997). In a comparable outcomes in their investigation of the impacts of different types of capital, including human capital, on firm disintegration (Pennings, Lee, & Witteloostuijn, 1998).

The connection among HC and development at the level of country is grounded, Bourdieu (1986) named 'changes', which is various capital types might change over in resources and different financial result kinds. At the individual level, this transformation procedure has been examined and approved by various scholars. General load of information and abilities in a general public or locale may upgrade its general intensity Maskell and Malmberg (1999). Further, development, as an information concentrated movement, is required to be identified with human capital in different manners. It is proposed that interest in HC through hands on preparing and training are the main thrust behind increments in profitability and intensity at the hierarchical level Black and Lynch (1996). It is proposed that HC raises by and large

profitability at the cultural level as the human contribution to financial action as far as physical and scholarly exertion additions (Chen, Hsu, & Chang, 2016). The general development in monetary action produces, at that point, higher requirements for new procedures and developments to additionally bolster this development. In light of the contentions above, we proposed that:

H1: The human capital has positive nexus with performance of the banking institution in ASEAN countries.

Social Capital and Firm Performance

In this investigation we additionally look at the worth about culture level producing HC capability. This is in agreement with researchers having contends with views that SC makes esteem that is crucial for compelling working of networks and social orders. A few researchers have utilized the 'creative milieu' for instance of how SC influences development at the local level (Tasheva & Hillman, 2019). Inventive milieus are portrayed by concentrated associations among nearby firms just as by different qualities, for example, physical and institutional components, the neighborhood work showcase and an eagerness to learn (Maillat, 1995; Maillat & Lecoq, 1992). It has been contended that the achievement milieus as far as innovation relies upon an area's capacity to animate concentrated collaboration just as great connections among the neighborhood logical, operational and budgetary frameworks (Maillat, 1999). As Storper (1995) expressed it: 'The milieu is basically a setting for improvement, which engages and manages imaginative specialists to have the option to advance and to co-ordinate with other developing operators (Lajqi & Krasniqi, 2017).' However, the current literature on inventive milieus has additionally been scrutinized for an absence of clearness as far as the bearing of causality. That is, does advancement happen on account of the presence of a milieu, or does a milieu creates when there is development in an area?

Various examinations that concentrated on SC and the general prosperity of social orders bolster the contentions for the beneficial outcome of social capital on development. For example, in an investigation of social capital in 29 market economies Knack and Keefer (1997) saw social capital as related with better monetary execution. Along these equivalent lines, Hussain et al. (2012) ascribed the ongoing social and monetary issues that Russia is looking to the absence of social capital. Many years of socialist standard, this creator proposed, have disintegrated trust and wiped out all types of intentional community commitment. In accordance with a developing assortment of research in the field, we characterize a nation's social capital as cultural highlights that involve trust, associational movement, and standards of city conduct that together encourage coordination and collaboration for aggregate advantage. Beneath we advance speculations that connection these various elements of social money to development.

Past analysts have contended that trust, both inside associations and in between hierarchical settings, may cultivate development. In the first place, inside associations, trust

has been seen as essential to development in that it reduces the requirement for unbending control frameworks (Quinn, 1979). Core investigation and control systems lessen inventive reasoning, while opportunity from inflexible principles and occupation definitions upgrades thought age. Second, trust isn't significant for advancement through connections between people inside an association yet in addition through between hierarchical collaboration. The writing on advancement has underscored that the improvement and appropriation of new procedures and items inside a nation is the consequence of the connection among abilities that are explicit of every organization (Dosi, 1988). The ability to keep up a ceaseless progression of development inside a nation, consequently, relies upon the capacity to diffuse fundamental information to associations that interface in R&D and creation exercises among others (Jensen, Rezaei, Schøtt, Ashourizadeh, & Li, 2016). A significant level of trust among associations inside a nation encourages the trading of secret data by lessening the hazard that one gathering will deftly abuse this data to the next's detriment (Knack & Keefer, 1997). To put it plainly, trust has for since a long time ago been viewed as a basic segment for most types of social trade and relationship and many have even contended that the eagerness to interface with others (people or associations) is generally dependent upon the pervasiveness of trust. Trust encourages social trade by lessening the requirement for tedious and exorbitant checking, and along these lines makes it workable for individuals and associations to commit included time for other helpful activities and tries.

Trust centered investigation, has demonstrated that it is multidimensional develops and its different types exist. Studies of Rousseau, Sitkin, Burt, and Camerer (1998) propelled three types of trust: prevention based, analytics based, and social based. Discouragement based trust accentuates utilitarian contemplations and is established on the conviction that proficient approval instruments are set up. These approvals make rupture of agreement expensive and in this manner empower gatherings to coordinate and anticipate response. Analytics based trust, then again, emerges out of normal decision and target data in regard to the validity and capability of trade accomplices. At last, social based trust portrays a kind of trust that might be the result of rehashed cooperation's that encourage standards of correspondence, unwavering quality, and trustworthiness. Here, feelings go into the relationship on account of the arrangement of connection and relational consideration. Trust has additionally been examined as a social variable whereby social orders' affinity to trust contrast. For instance, Hussain, Mosa, and Omran (2017) studied about contrasts between countries in individuals' penchant to trust. These creators contended that specific social orders have a positive perspective on human instinct, and all things considered are bound to trust (for example Japan). Different social orders (for example the United States) have to a lesser degree a positive view and are probably going to formalize most sorts of monetary trade with contracts and other observing and prevention devices.

Brief discussion of how trust has been conceptualized gives direction to this examination of the trust role in cultivating advancement at the level of any cultural. Consideration of two trust sorts, with every measurement alluding with an alternate center, for example people or associations. The primary measurement identifies with trust that individuals having in others in some random culture. Indeed, this, catches the trust relational aspect and incorporates both the calculation based (for example reasonable) and also socially grounded (for example enthusiastic) of trust as talked about before. This is the thing that we will allude to as summed up trust. The subsequent measurement identifies with trust individuals having in organizations in society; in agreement with past investigation, this work titles it as trust of the institutions. Such trust kind catches the discouragement reason depicted before. Up to extent and establishments in the earth are viewed as effective in interceding trade and ensuring people against any break of trust, individuals are bound to display higher ability to communicate and expect chances in their exchanges with others. For instance, in social orders that have successful patent-enlistment and security laws, one might be all the more ready to enter in an agreeable relationship, for example a joint R&D venture, realizing that there are sound and effective systems that will deflect an accomplice from any conceivable rupture of trust. Then again, where patent laws and foundations are incapable or, far and away more terrible, missing, one might be bound to concentrate on helping out those accomplices with whom one keeps up a more grounded relational confiding in relationship.

Thus, we see the two types of trust, for instance trust at generic and organizational level, as variables that lessen the requirement for checking, increment the readiness of individuals and associations to collaborate and to share data, information, and different assets, but for various causes. Thusly, this investigation proposed the following hypothesis:

H2: The social capital has positive nexus with performance of the banking institution in ASEAN countries.

Research Methods

The purpose of the current article is to analyze the influence of the social as well as human capital on the performance of banking industry in the ASEAN countries around the globe. The data were extracted from the individual banks database and their state bank database and World Bank database. The STATA was employed to run the generalized movement method (GMM) estimator and other analysis of the data. The dependent variable such as firm performance is measured by the ROA and ROE while independent variables such as human capital is measures by the salary paid to employees (SPE), and incentives paid to employees (IPE) while social capital is measured by the investment of shareholder (IOS), investment of creditors (IOC). While size of the banks is taken as control variable and is measured by logarithm of total assets (LNATA). On the basis of these variables the current study developed the following equations:

$$ROA_{it} = \beta_0 + \beta_1 LNTA_{it} + \beta_2 SPE_{it} + \beta_3 IPE_{it} + \beta_4 IOS_{it} + \beta_5 IOC_{it} + e_{it}$$

$$ROE_{it} = \beta_0 + \beta_1 LNTA_{it} + \beta_2 SPE_{it} + \beta_3 IPE_{it} + \beta_4 IOS_{it} + \beta_5 IOC_{it} + e_{it}$$

Research Findings

This section explains the finding that include detail, correlation, and assumption of regression along with Hausman test and GMM estimator. The descriptive analysis highlighted the minimum values and maximum values along with the standard deviation and means of the constructs. Table 2 as under exposed the descriptive analysis of the article.

Table 2 Descriptive Analysis

Variable	Orbs	Mean	Std. Dev.	Min	Max
ROA	170	1.618	.567	-.179	3.437
ROE	170	1.191	.205	.021	1.771
LNTA	170	2.174	.147	15	503
SPE	170	.249	.256	0	.846
IPE	170	.158	.214	0	.983
IOS	170	4.974	.841	2.862	6.399
IOC	170	10.541	.214	201.212	321.025

The correlation matrix explains the correlation among the constructs used in the study and statistics show that constructs are correlated and Table 3 as under exposed the correlation matrix of the article.

Table 3 Correlation Matrix

Variables	ROE	RI	IB	VC	PM	UW	ROA
ROE	1.000						
LNTA	-0.173	1.000					
SPE	0.099	0.241	1.000				
IPE	-0.054	0.005	0.064	1.000			
IOS	0.013	0.179	0.161	-0.106	1.000		
IOC	0.249	0.137	-0.405	-0.363	-0.090	1.000	
ROA	0.345	0.136	0.741	0.324	0.241	0.654	1.000

The assumption regarding the multicollinearity is examined by the variance inflation factor (VIF) and the findings uncovered that no issue with the multicollinearity assumption of the pooled regression. Table 4 as under exposed the correlation matrix of the article.

Table 4 Variance Inflation Factor (VIF)

	VIF	1/VIF
LNTA	1.579	.633
SPE	1.241	.806
IPE	1.217	.822
IOS	1.169	.855
IOC	1.096	.912
Mean VIF	1.26	.

The normality assumption of the regression analysis is verified by using the Skewness and Kurtosis and the statistics highlighted that abnormality issues are exits in the data because the probabilities values of all the constructs are less than 0.05 that reject the null hypothesis of data has normally distributed. The normality issue does not affect the results if the data is large means more than 100 observation and in this study data has 170 observation thus abnormality does not effected the results. Table 5 as under exposed the Skewness and Kurtosis of the article.

Table 5 Skewness and Kurtosis Test

Variable	Orbs	Pr(Skewness)	Pr(Kurtosis)	adj_chi2(2)	Prob>chi2
ROA	170	0.311	0.036	5.420	0.066
ROE	170	0.208	0.000	27.660	0.000
LNTA	170	0.000	0.002	26.130	0.000
SPE	170	0.000	0.000	64.410	0.000
IPE	170	0.000	0.003	20.610	0.000
IOS	170	0.000	0.000	.	0.000
IOC	170	0.000	0.000	.	0.000

The assumption of autocorrelation and homoscedasticity is test by using the Wooldridge and Breusch-Pagan test and findings uncovered that data has heteroscedasticity and autocorrelation problem and its effects controlled by using the GMM estimator.

In addition, both the models such as random and fixed model are run to check the appropriate method for the article. Table 6 and Table 7 as under exposed the fixed and random models of the article.

Table 6 Fixed Effect Model

ROA	Coef.	S.E.	t-value	p-value	L.L.	U.L.	Sig
LNTA	1.037	.201	5.16	.000	.641	1.433	***
SPE	-.138	.337	-0.41	.683	-.801	.526	
IPE	.951	.251	3.80	.000	.458	1.445	***
IOS	-.368	.095	-3.87	.000	-.555	-.18	***
IOC	.014	.002	7.65	.000	.01	.018	***
NOE	1.909	.547	3.49	.001	.832	2.987	***
R-squared	0.460		Prob > F		0.000		

*** $p < .01$, ** $p < .05$, * $p < .1$

Table 7 Random Effect Model

ROA	Coef.	S.E.	t-value	p-value	L.L.	U.L.	Sig
LNTA	.95	.188	5.06	.000	.582	1.319	***
SPE	-.039	.201	-0.19	.846	-.433	.355	
IPE	.597	.197	3.03	.002	.211	.983	***
IOS	-.032	.062	-0.51	.611	-.154	.091	
IOC	.015	.002	8.50	.000	.012	.019	***
Constant	.357	.436	0.82	.413	-.498	1.212	
Overall r-squared	0.312		Prob > chi2		0.000		

*** $p < .01$, ** $p < .05$, * $p < .1$

The Hausman test is employed to check the appropriate method among the fixed and random model and outcomes show that random effect is appropriate. Table 8 as under exposed the Hausman test of the article.

Table 8 Hausman Test	Coef.
Chi-square test value	11.743
P-value	.068

The GMM estimators show that significant positive nexus among the firm performance (ROA) with the human and social capital such as Salary paid to employees (SPE), and incentives paid to employees (IPE), investment of shareholder (IOS), investment of creditors (IOC). Table 9 as under exposed the GMM estimator of the article.

Table 9 Regression Analysis (GMM)

ROA	Coef.	S.E.	t-values	P>t	L.L.	U.L.
LNTA	2.037	0.528	3.860	0.000	0.754	1.320
SPE	0.438	0.231	1.901	0.004	0.647	0.372
IPE	0.851	0.210	4.052	0.001	0.490	1.413
IOS	0.768	0.217	3.539	0.002	0.844	0.109
IOC	0.214	0.103	2.077	0.001	0.007	0.021
_cons	1.909	0.922	2.070	0.039	0.340	4.159

The GMM estimators show that significant positive nexus among the firm performance (ROE) with the human and social capital such as Salary paid to employees (SPE), and incentives paid to employees (IPE), investment of shareholder (IOS), investment of creditors (IOC). Table 10 as under exposed the GMM estimator of the article.

Table 10 Regression Analysis (GMM)

ROE	Coef.	S.E.	t-values	P>t	L.L.	U.L.
LNTA	1.037	0.128	8.070	0.000	0.754	1.320
SPE	0.438	0.231	1.990	0.004	0.647	0.372
IPE	0.951	0.210	4.540	0.001	0.490	1.413
IOS	0.668	0.217	3.078	0.002	0.844	0.109
IOC	0.014	0.003	4.530	0.001	0.007	0.021
_cons	1.909	0.922	2.070	0.039	0.340	4.159

Conclusion and Discussions

The purpose of the current article is to analyze the influence of the social as well as human capital on the performance of banking industry in the ASEAN countries around the globe. The findings uphold that the human as well as social capital has positive nexus with the performance of banking institutions of the ASEAN countries. If the employees and other relation of the organization are trustworthy then they play their role in the improvement of the performance of the firms.

These finding also guided to the regulation implementation and development authorities that they must enhance the ability of social and human capital on the performance of the banking and other firms in the country.

Finally, the present study reached to the conclusion that if the employees and other relation of the organization are trustworthy then they play their role in the improvement of the performance of the firms.

The present study has few limitations for instance it take only two factors such as human and social capital and ignored other factors and prospective studies can investigate the other factors that effecting the performance of the banking industry.

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