

## **ABSTRACT**

*The human resources hold on important role in the construction companies, because in the absence of labor profesional/competitive, companies cannot carry out their activities to the maximum despite all the modern equipment required has been provided. Seeing a very importance of the role labor as human resources in the production prcess so that workers will be able to work more productively and professional in conducting their activities. The ability to adapt with environment is very important in the process of competitive strategic which is to improve business performance. The organization Resources in the construction companies also important in the modern organization lately, which is requires organizational resources to be fully utilized.*

*The ability to adapt and organization resources to become most important factor to increase competitive strategic, a good competitive strategic can improve business performance. The research methods that used is Structural Equation Modelling (SEM) and uses IBM SPSS AMOS 20 for data processing. Based on estimates, as shown in the above table found a significant relationship between the ability to adapt variable and competitive strategic, and organization resources variable and competitive strategic. And had a significant relationship between competitive strategic and business performance.*

*Keywords: Ability to adapt, organizational resources, strategy compete, business performance.*