

**ABSTRACT**

**ANALYSIS OF FACTORS AFFECTING  
EMPLOYEES SHARE OWNERSHIP**

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*The purpose of this study is to examine the factors that influence employee share ownership. Factors that are thought to influence employee share ownership are cash constraints, stock profits, level of dependence on HR, company size, and capital structure. Determination of the sample in this study used purposive sampling to produce 59 samples of companies listed on the Indonesia Stock Exchange (IDX) during 2016 and 2017. The results of the study prove that the size of the company negatively affects employee share ownership. The researcher also found that other variables, namely the cash constrains, stock profits, the level of dependence on HR, and capital structure had no effect on employee share ownership.*

*Keywords: Cash Constrains, Employee Share Ownership, Stock Profit, Capital Structure, Level of Dependence on HR, Company Size*