

ABSTRAK

Di Indonesia, keberagaman gender masih menjadi isu, salah satunya dibuktikan dengan keberadaan perempuan dalam jajaran eksekutif yang masih jarang ditemukan. Di sisi lain, beberapa penelitian membuktikan bahwa perempuan memiliki kemampuan yang baik dalam memimpin terutama dalam fungsi monitoring dan transparansi, sehingga pemimpin perempuan dapat berdampak pada peningkatan performa perusahaan. Atas dasar tersebut, penelitian ini ingin menguji dampak keberagaman gender pada dewan komisaris independen dan dewan direksi terhadap performa finansial perusahaan di Indonesia. Sampel penelitian terdiri atas 171 perusahaan yang terdaftar pada situs resmi Bursa Efek Indonesia selama periode 2013 hingga 2017. Keberagaman gender diukur dengan dua cara yaitu Blau Index dan persentase direktur perempuan dan persentase komisaris independen perempuan. Performa finansial perusahaan diukur dengan dua alat ukur yaitu return on asset dan Tobin's Q. Hasil penelitian membuktikan bahwa direktur perempuan dan komisaris independen perempuan memiliki orientasi lebih berfokus pada kepemimpinan jangka panjang, terlihat pada hasil yang positif terhadap Tobin's Q. Penelitian ini juga membuktikan penerapan *Resource Dependence Theory* dan *Agency Theory*, dimana pemimpin perempuan dapat memberikan dampak positif bagi perusahaan.

Kata kunci: keberagaman gender, performa finansial, monitoring, kepemilikan terkonsentrasi

ABSTRACT

In Indonesia, gender diversity is still an issue, one of which is evidenced by the presence of women in the executive level that are still rarely found. On the other hand, several studies have shown that women have a good ability to lead, especially in the function of monitoring and transparency, hence female leaders can have an impact on improving company performance. On this basis, this study wants to examine the impact of gender diversity on independent commissioners and board of directors on the financial performance of companies in Indonesia. The research sample consisted of 171 companies listed on the official website of the Indonesia Stock Exchange during the period 2013 to 2017. Gender diversity was measured in two tools: the Blau Index and the percentage of female directors and the percentage of female independent commissioners. The company's financial performance is measured by two measuring tools, namely return on assets and Tobin's Q. The results of the study prove that women directors and women independent commissioners have an orientation more focused on long-term leadership, seen in positive results on Tobin's Q. This study also proven the application of Resource Dependence Theory and Agency Theory, where female leaders can have a positive impact on the company.

Keywords: gender diversity, financial performance, monitoring, concentrated ownership