



**Kampus  
Merdeka**  
INDONESIA JAYA



INSTITUTE OF  
CERTIFIED  
SUSTAINABILITY  
PRACTITIONERS

## **BOOK OF ABSTRACTS**

# **INTERNATIONAL CONFERENCE ON SUSTAINABILITY AND GOVERNANCE**

### ***The 8<sup>th</sup> Sustainability Practitioner Conference (SPC)***

**Sustainable Performance and Business Resilience:  
Navigating the Path to Success**

**October 19th, 2023**

**Organized by:**

Faculty of Economics and Business Universitas Diponegoro (FEB UNDIP)

Institute of Certified Sustainability Practitioners (ICSP)

National Center for Sustainability Reporting (NCCR)

# *Book of Abstracts*

## *International Conference on Sustainability and Governance The 8th Sustainability Practitioner Conference*

*Theme:*

*Sustainable Performance and Business Resilience:  
Navigating the Path to Success*

*Online Zoom Conference on Thursday, 19 October 2023  
08.00-17.30 JKT (GMT+7)*



INSTITUTE OF  
CERTIFIED  
SUSTAINABILITY  
PRACTITIONERS



### **Organized by**

Department of Accounting  
Faculty of Economics and Business Universitas Diponegoro

Institute of Certified Sustainability Practitioners

National Center of Corporate Reporting

*BOOK OF ABSTRACTS*

***International Conference on Sustainability and Governance  
The 8th Sustainability Practitioner Conference***

Theme:

**Sustainable Performance and Business Resilience:  
Navigating the Path to Success**

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# ***International Conference on Sustainability and Governance The 8th Sustainability Practitioner Conference***

## **THEME:**

***Sustainable Performance and Business Resilience:  
Navigating the Path to Success***

## **DATE AND TIME:**

Thursday, 19 October 2023 (9.00 AM - 5.00 PM WITA, GMT +8)

Zoom from Faculty of Economics and Business Diponegoro University Kampus Tembalang,  
Semarang, Jawa Tengah, Indonesia

## **KEYNOTE SPEAKERS:**

**Dr. Siti Nurbaya Bakar**

Ministry of Environment and Forestry Republic of Indonesia

## **SPEAKERS:**

**Prof. Khaleed Hussaeiny**

Professor in Accounting, University of Portsmouth

**Prof. Mohamad Nasir**

Board of Commissioners of Bank Syariah Indonesia

**Sumarno, SE., MM**

Regional Secretariat of Central Java Province

**Prof. Faisal, SE., MSi., Ph.D.**

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## WELCOME SPEECH

*Dr. Ali Darwin. M.Sc., Ak.  
Chairman Board of Director and Executive Director NCCR*



- The Honorable Dr Ir Siti Nurbaya, Minister of Environment and Forestry Republic of Indonesia
- Prof Suharnomo, M. Si, Dean of Faculty of Economics and Business Universitas Diponegoro.
- Prof Dr Sylvia Veronica N.P. Siregar. Chairperson, Board of Director ICSP
- Distinguished Speakers and Moderators

Ladies and Gentlemen,

Good morning, everyone. It is my pleasure to welcome you to The 8<sup>th</sup> Sustainability Practitioner Conference, with the theme of Sustainable Performance and Business Resilience: Navigating The Path To Success.

Sustainability and governance are two of the most important issues facing businesses today. We are living in a time of great uncertainty and disruption. The climate crisis, as well as conflicts like those in Ukraine and Gaza, are just of a few of the challenges that businesses are facing.

In this environment, it is more important than ever for businesses to be sustainable and resilient. Sustainable businesses are those that can meet the needs of the present without compromising the ability of future generations to meet their own needs. Resilient businesses are those that can withstand and bounce back from shocks and disruptions.

The challenges that businesses face are becoming more complex and interconnected. In order to succeed in this environment, businesses need to be able to adapt and change quickly.

To successfully navigate the path to sustainable performance and business resilience, it is crucial to incorporate four essential steps: defining a clear vision and strategy, embracing innovation, engaging stakeholders, and measuring and reporting progress.

Navigating the path to success in the context of sustainable performance and business resilience is not easy. But it is essential for businesses that want to thrive in the long term. This conference aims to assist businesses in attaining sustainable performance and resilience.

I am confident that this conference will be a valuable resource for both businesses and academicians. I encourage you to seize the opportunity to learn from our esteemed speakers for attaining sustainable performance and business resilience.

I would like to express my gratitude to the Faculty of Economics and Business at Universitas Diponegoro for hosting this conference. Without their support, this event would not have been possible.

I would also like to thank the organizing committee for their hard work in putting together this program.

Finally, I would like to thank each and every one of you for attending this conference. Your commitment to sustainability and governance is inspiring.

I wish you a productive and enjoyable conference.

We look forward to meeting you at The 9<sup>th</sup> SPC in Bandung in 2024.

Thank you.

## WELCOME SPEECH

*Prof. Dr. Sylvia Veronica N.P. Siregar, SE, Ak, CA, CSRS, CSRA, CSP*

*Chairperson, Board of Director Institute of Certified Sustainability Practitioners (ICSP)*



- The Honorable Prof. Haruni Krisnawati, Expert Staff of the Minister of Environment and Forestry Republic of Indonesia
- Prof Suharnomo, M. Si, Dean of Faculty of Economics and Business Universitas Diponegoro.
- Dr. Ali Darwin. M.Sc., Ak. Chairman, Executive Director NCCR
- Distinguished Speakers and Moderators

Assalamu'alaikum wr. wb.

Ladies and Gentlemen,

Good morning and welcome to The 8<sup>th</sup> Sustainability Practitioner Conference.

As we gather here today, we represent diverse backgrounds, industries, and disciplines, yet we are united by a common purpose: to drive sustainability in all that we do.

Since 2016, the Institute of Certified Sustainability Practitioners (ICSP) and the National Center for Corporate Reporting (NCCR) have collaborated with various Indonesian universities to organize our annual Sustainability Practitioner Conference. In order to support the national sustainability agenda, SPC is expected to be a space for practitioners and academics in the field of sustainability to broaden their horizons and present their views on sustainability.

This year, ICSP and NCCR, in collaboration with the Department of Accounting, Faculty of Economics and Business, Diponegoro University, organized the 8<sup>th</sup> SPC, the International

Conference on Sustainability and Governance (ICSG) 2023, with the theme “Sustainable Performance and Business Resilience: Navigating the Path to Success.”

We sincerely hope that academics, industry experts, sustainability practitioners, and professionals can share and acknowledge the dynamic relationship between sustainability, performance, and business resilience through this conference.

I encourage all of you to utilize this conference as an open discussion space to generate new ideas on sustainability and business strengthening, both in Indonesia and globally.

Finally, I would like to express my deepest appreciation to Diponegoro University and especially to the organizing committee for organizing this event. Hopefully, this conference will bring new insight and a good impact on all of us.

Thank you for your commitment to sustainability and for being part of this conference. Let's make the most of this opportunity to drive meaningful change together.

Wassalamu'alaikum wr. wb.



## WELCOME SPEECH



*Prof. Dr. Suharnomo  
Dean, Faculty of Economics and Business  
Universitas Diponegoro, Indonesia*

- Minister of Environment and Forestry, Republic of Indonesia; in this case being represented by the honorable Prof. Haruni Krisnawati, Expert Staff of the Minister of Environment and Forestry Republic of Indonesia
- Prof. Sylvia Veronica Siregar, Chairperson, Board of Director Institute of Certified Sustainability Practitioners (ICSP)
- Dr. Ali Darwin. M.Sc., Ak. Chairman, Executive Director of National Center for Corporate Reporting.
- Distinguished Speakers and Moderators

*Assalamualaikum Wr. Wb.*

It is with great pleasure and honor that I welcome you to the International Conference on Sustainability and Governance 2023 that is being held at Faculty of Economics and Business, Universitas Diponegoro. This conference is a collaboration between Universitas Diponegoro, National Center for Corporate Reporting and Institute of Certified Sustainability Practitioners. The conference committed to explore and advance the critical intersections of sustainability and governance.

Sustainability, in its multifaceted dimensions, has emerged as the cornerstone of our collective future. The world faces pressing environmental, social, and economic challenges that demand innovative solutions and collaborative efforts. Climate change, resource depletion, social inequality, and geopolitical uncertainties are compelling us to reassess the ways in which we govern our societies, institutions, and businesses.

Governance, as the backbone of societal organization, plays a pivotal role in shaping the trajectory of our future. The decisions we make today, the policies we implement, and the

structures we put in place will have profound implications for generations to come. In this era of interconnectivity and interdependence, effective governance is inseparable from sustainable practices, and together they form the foundation upon which we can build a resilient and equitable future.

This conference serves as a platform for fostering dialogue, sharing insights, and catalyzing actionable strategies. We are privileged to host a diverse array of thought leaders, policymakers, academics, students and practitioners, each bringing a unique perspective. The richness of this diversity is a testament to the urgency and importance of the issues at hand.

Today, we will engage in stimulating discussions, explore cutting-edge research, and forge connections that transcend borders. Our collective goal is not only to understand the challenges we face, but also to co-create viable solutions that can pave the way for a sustainable and inclusive global society.

Thank you for joining us on this conference. Let the discussions begin, and may they propel us toward a future defined by sustainability and equity.

Again, thank you very much. I wish you have a flourishing discussion.

*Wassalamualaikum wr. wb.*

## TABLE OF CONTENTS

	Page
International Conference on Sustainability and Governance	iv
Welcome Speech ( <i>Dr. Ali Darwin. M.Sc., Ak. Chairman, Executive Director NCCR</i> )	v
Welcome Speech ( <i>Prof. Dr. Sylvia Veronica N.P. Siregar, SE, Ak, CA, CSRS, CSRA, CSP Chairperson, Board of Director Institute of Certified Sustainability Practitioners (ICSP)</i> )	vii
Welcome Speech ( <i>Prof. Dr. Suharnomo Dean, Faculty of Economics and Business Universitas Diponegoro, Indonesia</i> )	ix
Table of Contents	xi
Committee	xiv
List of Article	xvi
Abstracts of International Conference on Sustainability and Governance	1
The influence of governance mechanisms on synergy between industry 4.0 and circular economy	2
Political connections and tax avoidance: The moderating effect of ownership structure	3
Towards Resilience: A Two-Year Performance Analysis Post-Merger Of Bank Syariah Indonesia	4
Sustainability Disclosure, Financial Performance, Firm Size: Can They Improve Value?	5
Pengaruh Kinerja Lingkungan Terhadap Creating Shared Value (CSV) Pada Indeks Sri-Kehati Di Bursa Efek Indonesia	6
The Effect Of Csr Activities In Environmental, Social And Governance Dimensions On The Risk Of Company Financial Distress	7
Analisis Pengaruh Implementasi ESG (Environmental, Social, And Governance) Dalam Akuntansi Manajemen Terhadap Kinerja Keuangan (Perusahaan Ritel Yang Terdaftar Dalam Bei Dalam Sub Sektor Elektronik Dengan Data Time Series Tahun 2018-2022)	8
Causality Linkage Between Green Balanced Scorecard Perspectives (Empirical Studies at Pt Angkasa Pura I Head Office Jakarta)	9
Person Job Fit, Job Crafting, And Employee Work Engagement At Post Pandemi Covid-19	10
Analisis Deskriptif Kontribusi Tim "Sahabat Perubahan" Dalam Mengembangkan Sistem Manajemen Keselamatan Pertambangan	11
Pengaruh Penerimaan Penggunaan Sipd Menggunakan Technology Acceptance Model	12

Pengaruh Ukuran Perusahaan, Kinerja Lingkungan, Dan Profitabilitas Terhadap Pengungkapan Emisi Karbon	13
Corporate Governance Mechanism And Extent Of Sustainability Report Disclosure	14
Firm Value: Impact Profitability And Company Size, With Audit Committee As Moderating Variable	15
How Is Environmental Social Governance Performance Impact On Financial Reporting Quality In Indonesia?	16
Kinerja Keuangan, Risiko Keuangan Dan Sentimen Pengungkapan CSR	17
Impact Of Heuristic Behavior And Risk Perception On Investment Decisions By Young Investors	18
Kepemilikan Asing, Transfer Pricing Dan Penghindaran Pajak	19
Peran CSR Dalam Meningkatkan Nilai Perusahaan Pada Hospitality Industry Di Masa Pandemi	20
Pengaruh Kompleksitas Pajak Dan Pengetahuan Pajak Terhadap Kepatuhan Wajib Pajak Dengan Sosialisasi Pajak Sebagai Variabel Pemoderasi	21
An Analysis Was Conducted On Student's Ability To Detect Fraud Using The Astin I-E-O Model	22
Budgeting-Based Performance In Higher Education Institution At Indonesia: A Systematic Review	23
Effect Of Green Accounting Practice On Maqashid Sharia Performance In Islamic Banks	24
Does Political Connections Moderate Fraud Disclosure Factors?	25
Village Fund Corruption In Indonesia: A Literature Review	26
Green Buying Intention On TPB's And The Decision's Making Process	27
The Influence Of Audit Committee Attributes On The Quality Of ESG Disclosure	28
The Learning Mode Preference Among University Students	29
Elevating Firm Value: Exploring The ESG Framework's Influence On Corporate Performance	30
Optimizing Performance Of Refuelling Operation Through Simulation	31
The Influence Of International Operations, Environmental Certification, And Corporate Governance On Environmental Disclosures In Nonfinancial Companies Sustainability Reports	32

Peran Kinerja Keuangan, Employee Stock Option Plan (ESOP), Dan Corporate Governance Terhadap Sustainable Growth Rate (SGR) Perusahaan Non-Keuangan Di Indonesia	33
The Effect Of CSR Activities In Environmental, Social And Governance Dimensions On The Risk Of Company Financial Distress	34
Determinants Of Banking Profitability In Indonesia And Disclosure Of Sustainable Reporting	35
How Financial Literacy And Sustainability Perception Impact On SMEs Performance	36
Sustainability Reporting PT Pupuk Kaltim Based On Sustainability Development Goal (SDGS) In 2022	37
Running with Technology: Producing Sustained Digital Talents In Public Sector	38
High-Performance Work Systems and Work Engagement: The Role Of Feeling Trusted By Supervisor	39

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5. Afina Hasya, S.T., M.M.
6. Rahayu Safitri Mutmainah, A.Md

## LIST OF ARTICLES

No.	Paper ID	Paper Tittle	Author	Institution
1	n.a. (Speaker)	The influence of governance mechanisms on synergy between industry 4.0 and circular economy	Khaled Hussainey	Portsmouth Business School
2	n.a (Speaker)	Political connections and tax avoidance: The moderating effect of ownership structure	Faisal Faisal, Kristianto Tricahya Prabowo , Rizki Rihadsyah And Dwi Ratmono	Department of Accounting, Universitas Diponegoro
3	3228	Towards Resilience: A Two-Year Performance Analysis Post-Merger of Bank Syariah Indonesia	Sari Lestari and Siti Mutmainah	Department of Accounting, Universitas Diponegoro
4	3229	Sustainability Disclosure, Financial Performance, Firm Size: Can They Improve Value?	Melinda Widjanarko and Megawati Oktorina	Fakultas Ekonomi dan Bisnis Universitas Katolik Indonesia Atma Jaya
5	3230	Pengaruh Kinerja Lingkungan Terhadap Creating Shared Value (CSV) Pada Indeks Sri-Kehati di Bursa Efek Indonesia	Aulya Yulianti Wibowo and Liana Rahardja	
6	3234	The Effect of CSR Activities in Environmental, Social and Governance Dimensions on The Risk of Company Financial Distress	Putri Adilla Rachmasetia and Fuad	Department of Accounting, Universitas Diponegoro
7	3233	Analisis Pengaruh Implementasi Esg (Environmental, Social, And Governance) Dalam Akuntansi Manajemen Terhadap Kinerja Keuangan (Perusahaan Ritel Yang Terdaftar Dalam BEI Dalam Sub Sektor Elektronik Dengan Data Time Series Tahun 2018-2022)	Novi Puspita Sari and Dwi Ermayanti Susilo	



8	3195	Causality Linkage Between Green Balanced Scorecard Perspectives (Empirical Studies at Pt Angkasa Pura I Head Office Jakarta)	Fadilah Widad Alifah and Siti Mutmainah	Department of Accounting, Universitas Diponegoro
9	3199	Person Job Fit, Job Crafting, And Employee Work Engagement at Post Pandemi Covid-19	Sukirno, Indarto Waluyo, Farlianto, dan Bambang Suprayitno Arin Sukma Gunawan, Firda Nur Sabili, Juan Fadly, Octarina Shavira Zahra	Faculty of Economics and Business - Yogyakarta State University
9	3200	Analisis Deskriptif Kontribusi Tim "Sahabat Perubahan" Dalam Mengembangkan Sistem Manajemen Keselamatan Pertambangan	Muhammad Osaegi Restu Amrulloh	PT Putra Perkasa Abadi
10	3202	Pengaruh Penerimaan Penggunaan Sipd Menggunakan Technology Acceptance Model	Mezalina Wahyuning Aji1, Dwi Ermayanti Susilo	Sekolah Tinggi Ilmu Ekonomi (STIE) PGRI Dewantara
11	3203	Pengaruh Ukuran Perusahaan, Kinerja Lingkungan, Dan Profitabilitas Terhadap Pengungkapan Emisi Karbon	Norapuspita and Dwi Ermayanti Susilo	Sekolah Tinggi Ilmu Ekonomi (STIE) PGRI Dewantara
12	3205	Corporate Governance Mechanism and Extent of Sustainability Report Disclosure	Billy Hansel Alfonso and Yeterina Widi Nugrahanti	Faculty of Economics and Business, Universitas Kristen Satya Wacana
13	3206	Firm Value: Impact Profitability and Company Size, with Audit Committee as Moderating Variable	Roy Budiharjo, Rista Bintara, Riaty Handayani, Triyani Budyastuti, Giawan Nur Fitria, Angela Dirman	Universitas Mercu Buana

14	3207	How Is Environmental Social Governance Performance Impact on Financial Reporting Quality in Indonesia?	Rieke Pernamasari, Deden Tarmidi, Sri Purwaningsih, Yuni Rosdiana, Helliana	Universitas Mercu Buana
15	3208	Kinerja Keuangan, Risiko Keuangan Dan Sentimen Pengungkapan CSR	Jean Stevany Matitaputty and Dennis Armunanto	Fakultas Ekonomika dan Bisnis Universitas Kristen Satya Wacana
16	3209	Impact of Heuristic Behavior and Risk Perception on Investment Decisions by Young Investors	Nor Mawaddah, and Ayu Oktaviani	Universitas Lambung Mangkurat
17	3210	Kepemilikan Asing, Transfer Pricing dan Penghindaran Pajak	Vinsensius Mikael	Fakultas Ekonomika dan Bisnis Universitas Kristen Satya Wacana
18	3211	Peran CSR Dalam Meningkatkan Nilai Perusahaan Pada Hospitality Industry di Masa Pandemi	Daestri Aprilia Giamulia and Supatmi Supatmi	Fakultas Ekonomika dan Bisnis Universitas Kristen Satya Wacana
19	3212	Pengaruh Kompleksitas Pajak dan Pengetahuan Pajak Terhadap Kepatuhan Wajib Pajak Dengan Sosialisasi Pajak Sebagai Variabel Pemoderasi	Marcellino Lihandi Jatia, Yefta Andi Kus Noegrohob	Program Studi Akuntansi, Fakultas Ekonomika dan Bisnis, Universitas Kristen Satya Wacana, Salatiga, Indonesia
20	3214	An Analysis Was Conducted on Student's Ability to Detect Fraud Using the Astin I-E-O Model	Ahmad Atho' Mukhotib, Sri Hartiyah, Romandhon, Abdurrahman Mas'ud	Accounting Study Program Faculty of Economics and Business
21	3215	Budgeting-Based Performance in Higher Education Institution at Indonesia: A Systematic Review	Nadia Fathurrahmi Lawita, Saskia Khairunnisa	Politeknik Negeri Batam
22	3216	Effect Of Green Accounting Practice on Maqashid Sharia Performance in Islamic Banks	Amirah Arifah Khasanaha, Sugiyarti Fatma Laelab	Institut Agama Islam Tazkia, Indonesia

23	3217	Does Political Connections Moderate Fraud Disclosure Factors?	Raihan Gilang Ramadhan, Yefta Andi Kus Noegroho	Universitas Kristen Satya Wacana, Salatiga, Indonesia
24	3218	Village Fund Corruption in Indonesia: A Literature Review	Raihan Gilang Ramadhan, Arthik Davianti	Universitas Kristen Satya Wacana, Salatiga, Indonesia
25	3219	Green Buying Intention on TPB's and The Decision's Making Process	Reza Ardiana, Aflit Nuryulia Praswati	Universitas Muhammadiyah Surakarta, Indonesia
26	3220	The Influence of Audit Committee Attributes on the Quality of ESG Disclosure	Ketut Redita, Ni Made Ari Cahyani, Rinaningsih	Universitas Prasetya Mulya
27	3222	The Learning Mode Preference Among University Students	Albert Kriestian Novi Adhi Nugraha, Roos Kities Andadari	Universitas Kristen Satya Wacana, Salatiga, Indonesia
28	3223	Elevating Firm Value: Exploring the ESG Framework's Influence on Corporate Performance	Evi, Steelyana W and Michelle	School of Accounting, Bina Nusantara University, Jakarta, Indonesia 11480
29	3224	Optimizing Performance of Refuelling Operation Through Simulation	Dwi Nurma Heitasari, Della Antoneta Kanony	Kementerian Energi dan Sumber Daya Mineral
30	3226	The Influence of International Operations, Environmental Certification, And Corporate Governance on Environmental Disclosures in Nonfinancial Companies Sustainability Reports	Nur Etika Rokhmah, Agung Juliarto	Department of Accounting, Universitas Diponegoro
31	3227	Peran Kinerja Keuangan, Employee Stock Option Plan (ESOP), Dan Corporate Governance Terhadap Sustainable Growth Rate (SGR) Perusahaan Non-Keluarga di Indonesia	Rafaela Nadira Sudiro and Agung Juliarto	Department of Accounting, Universitas Diponegoro

32	3234	The Effect Of CSR Activities In Environmental, Social and Governance Dimensions on The Risk of Company Financial Distress (Empirical Study of Non-financial Sector Companies Listed on the Indonesia Stock Exchange (IDX) in 2014-2021)	Putri Adilla Rachmasetia	Department of Accounting, Universitas Diponegoro
33	3237	Determinants of Banking Profitability in Indonesia and Disclosure of Sustainable Reporting	Janis, Luis Ananta, Loist Abdi Putra, Almatius Setya Marsudi	Atma Jaya Catholic University Of Indonesia
34	3239	How Financial Literacy And Sustainability Perception Impact On MSME's Performance	Erlynda Y. Kasim	STIE EKUITAS Bandung
35	2810	Sustainability Reporting PT Pupuk Kaltim Based on Sustainability Development Goals In 2022	Tiara Kusumadewi	Accounting Department, Triatma Mulya University, Indonesia
36	2910	Running With Technology: Producing Sustained Digital Talents in Public Sector	La Ode Tarfin Jaya, Dian Islami, Dika Heldis, Marlyna, Sandya Merizka	Inspectorate General, Ministry of Energy and Mineral Resources of Indonesia
37	2909	High Performance Work Systems and Work Engagement the Role of Feeling Trusted by Supervisor	Asri Santosa, Suharnomo, Mirwan Surya Perdhana	Politeknik Penerbangan Indonesia, Curug; Department of Management, Diponegoro University, Indonesia

Abstracts of  
*International Conference on Sustainability and Governance*  
*The 8th Sustainability Practitioner Conference*

**Sustainability Practitioner Conference  
(SPC)**

*Sustainable Performance and Business Resilience:  
Navigating the Path to Success*

# **THE INFLUENCE OF GOVERNANCE MECHANISMS ON SYNERGY BETWEEN INDUSTRY 4.0 AND CIRCULAR ECONOMY**

**Khaled Hussainey**  
Portsmouth Business School

Prior studies articulate the growing synergy between Industry 4.0 (I4.0) technologies and circular economy (CE) techniques. However, the literature lacks empirical evidence regarding boardrooms' commitment to implementing these technological domains through sustainable strategic investment decision-making practices (SSIDMP). This paper uses computer-aided textual analysis to explore the current trend of SSIDMP in UK companies. Our debate draws on data from UK companies, FTSEE ALL Share, over the period (2012-2021). We develop proxies for I4.0 technologies and CE techniques to examine the synergy between I4.0 technologies and CE techniques and the influence of this synergy on companies' financial performance. The findings reveal the vital role the organizational ambidexterity plays in the synergy between I4.0 technologies and CE techniques through exploring and exploiting technological techniques and mechanisms to cope with changing business environment. Our empirical study explores the impact of governance mechanisms on the relationships between SSIDMP, I4.0 technologies, CE techniques, and companies' financial performance. Findings support that synergy between these two domains is the key determinant of sustainable value creation and sustainable organizational performance. The synergy between I4.0 technologies and CE techniques significantly impact SSIDMP and companies' financial performance, though the level of the synergy varies according to industry sectors. Furthermore, our analysis shows that governance mechanisms (ESG, board compositions, risk management, internal audit) strengthen the relationships between these two domains and companies' performance.

# **POLITICAL CONNECTIONS AND TAX AVOIDANCE: THE MODERATING EFFECT OF OWNERSHIP STRUCTURE**

**Faisal Faisal**

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## **Abstract**

This study aims to investigate the role of ownership structure (institutional and managerial ownership) on the relationship between political connections and tax avoidance in the context of an emerging market. The data used in this study are from the annual reports of companies listed in the LQ 45 index on the Indonesian Stock Exchange for the period 2016 to 2020 and the financial data is sourced from the Bloomberg database. The findings show that political connections have a positive effect on tax avoidance. In addition, it has been demonstrated that institutional ownership significantly strengthens the link between political connections and tax avoidance. The results of the study contribute to the corporate governance literature by suggesting that the interplay between political connections and institutional ownership may increase managers' motivation for tax avoidance. Ideally, the presence of institutional ownership may be an element of good corporate governance, however, in the context of taxation, the interaction between political connections and institutional ownership does create incentives for tax avoidance. For regulators, particularly tax authorities, our findings recommend the need for greater oversight of companies with high institutional composition to detect the presence of tax avoidance practices and also useful in efforts to enforce good tax management.

**Keywords:** political connections, corporate governance, ownership, tax avoidance

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## TOWARDS RESILIENCE: A TWO-YEAR PERFORMANCE ANALYSIS POST-MERGER OF BANK SYARIAH INDONESIA

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### ABSTRACT

The merger of Bank Syariah Indonesia at the time of the COVID was considered appropriate as an attempt to strengthen business resilience and support the economic recovery from the pandemic. The aim of this study is to evaluate the performance of Bank Syariah Indonesia after two years of mergers. The evaluation was carried out by comparing bank performance before and after the merger using non-performing financing (NPF), financing to deposit ratio (FDR), return on assets (ROA), capital adequacy ratio (CAR), and operating cost on operating income (BOPO). This study is a quantitative study using secondary data. Source data from the financial and annual bank reports for 2015–2022 was obtained from the official BSI website. Data was analyzed using the Mann Whitney Test to see if there was a significant difference in the performance of sharia banks after the merger compared to before the merger. The results show that there is a significant difference in the performance of the reviewed banks for NPF and ROA but not for FDR, CAR, and BOPO. Nevertheless, the direction of performance for all categories is improving. Bank performance improvements show that mergers have a positive contribution to the Sharia bank business. These findings show that initiatives to increase firm resilience through mergers have had the expected results. This result implies that management will set up a strategy to strengthen capital, liquidity, and operational efficiency in order to generate more significant improvements. This research forms the basis for further research to investigate in greater depth best practices in managing bank mergers.

**Keywords:** Shariah bank, resilience, merger.



3229-6125-1

## **SUSTAINABILITY DISCLOSURE, FINANCIAL PERFORMANCE, FIRM SIZE: CAN THEY IMPROVE VALUE?**

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### **ABSTRACT**

Currently, companies are not only oriented towards financial reports but also need to pay attention to non-financial reports, one of which is the disclosure of economic, environmental, and social aspects in sustainability reports. This study examines the impact of sustainability disclosure and financial performance on firm value and the moderating effect of company size. The sample used in this study used companies listed on the Sri Kehati index listed on the Indonesia Stock Exchange in 2019-2021. Variable measurements of sustainability reports using GRI Standards, financial performance with ROE, firm value with Tobin's Q, and firm size with total revenue. The results showed that financial performance (ROE) positively affects firm value. Meanwhile, sustainability disclosure and firm size do not affect firm value. Firm size can strengthen the effect of financial performance (ROE) on firm value but does not moderate the effect of sustainability disclosure on firm value. The limitation of this study is that testing the impact of sustainability disclosures is not separated between sectors, which can lead to biased results because the information disclosed by each sector is different in terms of materiality.

**Keywords:** Financial Performance, Firm Size, Firm Value, Sustainability Disclosure.

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3230-6128-2  
**PENGARUH KINERJA LINGKUNGAN TERHADAP CREATING  
SHARED VALUE (CSV) PADA INDEKS SRI-KEHATI DI BURSA EFEK  
INDONESIA**

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**ABSTRACT**

This research explores the influence of environmental performance on the concept of Creating Shared Value (CSV). CSV is a business approach that promotes value creation for companies and society simultaneously. In relation to environmental performance, this study analyses how environmentally friendly business practices can become a fundamental pillar of CSV strategy. We examine the relationship between corporate actions in reducing negative environmental impacts and increasing shared values in the form of social welfare and business sustainability. By engaging case studies from various industries, we illustrate how proactive measures on environmental issues can generate long-term mutually beneficial benefits focuses on creating shared value. UU No. 40 Tahun 2007 which reads "Social and environmental responsibility is the company's commitment to participate in sustainable economic development in order to improve the quality of life and a beneficial environment, both for the company itself, the community local community and society in general". Social and environmental responsibility is the company's commitment to participate in sustainable economic development in order to improve the quality of life and the environment that is beneficial, both for the company itself, the local community, and society in general. The method used is multiple linear regression. Environmental performance indicators have an effect on, company size, type of industry and capital intensity have a significant effect on CSV

**Keywords:** Environment, Creating Shared Value, Company Size, Type of Industry, and Capital Intensity.

3234-6132-1

**THE EFFECT OF CSR ACTIVITIES IN ENVIRONMENTAL, SOCIAL AND GOVERNANCE DIMENSIONS ON THE RISK OF COMPANY FINANCIAL DISTRESS**

(Empirical Study of Non-financial Sector Companies Listed on the Indonesia Stock Exchange (IDX) in 2014-2021)

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**ABSTRACT**

This study aims to determine the effect of CSR activities on the dimensions of environmental, social, and governance of the company's financial distress risk. Tests were carried out using CSR variables in the environmental dimension, CSR in the social dimension, and CSR in the governance dimension as independent variables. As well as financial distress as the dependent variable in this study. Thinking about corporate social responsibility is increasingly relevant in business activities in general because companies compete and aim for economic progress through internationalization. Under these circumstances, companies begin to see themselves as part of a broad economic system so they disclose their CSR practices through sustainable reports, one of which is the measurement of ESG or environmental, social, and governance performance.

The sample used is non-financial companies in 2014 - 2021 listed on the Indonesia Stock Exchange and Bloomberg Terminal with a total of 427 samples after using purposive sampling with predetermined criteria. The analytical method in this study uses panel data regression analysis because there are many companies and their years of observation.

The results of the study show that CSR activities in the environmental dimension have a negative influence on the company's financial distress risk. Meanwhile, there was no significant negative impact of CSR activities in the social dimension and CSR in the governance dimension on the risk of financial distress.

**Keywords:** Environmental dimension of CSR, Social dimension of CSR, Governance dimension of CSR, financial distress.

3233-6130-1

**ANALISIS PENGARUH IMPLEMENTASI ESG (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE) DALAM AKUNTANSI MANAJEMEN TERHADAP KINERJA KEUANGAN**

(Perusahaan Ritel yang terdaftar dalam BEI dalam sub sektor Elektronik dengan data time series tahun 2018-2022)

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**ABSTRACT**

Research on the influence of Environmental, Social, and Governance factors on corporate financial performance in the context of modern business. Data was collected from retail companies that have been listed on the Indonesian Stock Exchange (IDX) in the electronics sector from 2018 to 2022. A multiple linear regression analysis approach and statistical methods were used to evaluate the relationship between environmental, social and governance variables and financial performance. as measured through various financial indicators such as ROA (Return off Assets)

The results of the study show that environmental factors such as compliance with environmental regulations, efficiency in the use of natural resources, and sustainable practices have a positive impact on a company's financial performance. In addition, good social practices such as involvement in social initiatives, good relations with stakeholders, and an inclusive work culture also contribute to better financial performance. But this is different from corporate governance which has no influence on company performance, this is because it is influenced by several factors.

These findings highlight the importance of understanding and integrating environmental, social, and governance factors into a company's business strategy. Companies that focus on sustainability, social responsibility and good governance can achieve better and sustainable financial performance in the long term.

**Keywords:** Environmental, Social, Governance, Financial Perfomance

3195-6072-1

**CAUSALITY LINKAGE BETWEEN GREEN BALANCED  
SCORECARD PERSPECTIVES (EMPIRICAL STUDIES AT PT  
ANGKASA PURA I HEAD OFFICE JAKARTA)**

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**ABSTRACT**

The green balanced scorecard (GBSC) is an approach method to measure company performance by considering the environment, learning & growth, internal business, customer, and financial perspectives. While many companies in Indonesia still need to prioritize environmental sustainability management and environmental impact analysis (AMDAL), PT Angkasa Pura I is one of the companies that pay attention to the environmental impact of establishing new airports and operations at the 15 airports it manages. This research aims to examine the causality linkage between green-balanced scorecard perspectives. The variables used in this study are latent variables with data collection using questionnaires. The samples studied were PT Angkasa Pura I Head Office Jakarta employees in the Accounting and Finance, Airport Planning and Environment, Airport Commercial; Branding; and Service, and Corporate Secretary unit. The sampling technique used purposive sampling and obtained 121 samples. The data analysis method used is the Structural Equation Model (SEM), which is analyzed using SmartPLS 3.3.3. The results showed that there is the significant positive effect between green-balanced scorecard perspectives.

**Keywords:** Causality, Cause-effect, Green Balanced Scorecard, Performance Measurement

3199-6076-2

## **PERSON JOB FIT, JOB CRAFTING, AND EMPLOYEE WORK ENGAGEMENT AT POST PANDEMI COVID-19**

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### **ABSTRACT**

The impact of Coronavirus-19 has spread to all of the worlds and all types of human life, especially in the business. Personality, organizational culture, and personal-organizational performance experience adjustments and even changes. The purpose of this study was to find empirical evidence of the effect of Person Job Fit and Job Crafting on Work Engagement among employees in service and industrial companies in Indonesia. This research involved employees at companies throughout Indonesia. Research data was collected using a google form. A total of 251 employees from various institutions at local, national and international levels participated in this research. Data were analyzed using a quantitative approach with path analysis. The results of the study concluded that there were significant direct and indirect effects between Person Job Fit and Job Crafting on Work Engagement among employees in service companies at post-pandemic Covid-19 in Indonesia. The implication of this research is to increase employee involvement in realizing organizational goals, a leader must be able to develop a work environment that matches employee expectations and Job Crafting.

**Keywords:** Post Covid-19, Entrepreneurial Intention, Self-Potential, Environment

3200-6100-1

## **ANALISIS DESKRIPTIF KONTRIBUSI TIM "SAHABAT PERUBAHAN" DALAM MENGEMBANGKAN SISTEM MANAJEMEN KESELAMATAN PERTAMBANGAN**

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### **ABSTRAK**

Dalam upaya meningkatkan keselamatan pertambangan, pengelolaan lingkungan, dan kualitas layanan, PT Putra Perkasa Abadi, perusahaan yang bergerak di bidang jasa pertambangan mineral dan batubara, terus berupaya meningkatkan kinerja. Tujuan perusahaan mencakup pelaksanaan audit sistem manajemen berdasarkan standar ISO 14001, 9001, 45001, SMK3 & SMKP setiap tahun. Namun penerapan sistem manajemen tersebut memiliki berbagai tantangan, seperti peningkatan jumlah tenaga kerja, peningkatan target produksi, dan penambahan Sarana, Prasarana, Instalasi, dan Peralatan (SPIP). Oleh karena itu, diperlukan sebuah program yang dapat memastikan kepatuhan terhadap sistem keselamatan pertambangan secara berkesinambungan. Penelitian ini bertujuan untuk memperkenalkan Tim "Sahabat Perubahan", yang dibentuk untuk merintis penerapan sistem manajemen di PT Putra Perkasa Abadi yang beroperasi di sektor pertambangan batubara. Penelitian ini menggunakan analisis deskriptif, studi ini dilakukan melalui beberapa tahapan, termasuk identifikasi kebutuhan manajemen, pendampingan kompetensi, pemberdayaan tim, dan evaluasi kinerja. Selama empat tahun berjalan, dari 2018 hingga 2022, program ini telah memberikan hasil yang substansial, yaitu tiap departemen telah mencapai kemandirian dalam mengidentifikasi dan melaksanakan implementasi audit sistem, yang menghasilkan pergeseran transformatif menuju budaya keselamatan yang proaktif serta peningkatan dalam penilaian kaidah pertambangan yang baik dengan predikat utama pada tahun 2019 menjadi aditama pada tahun 2022.

**Kata Kunci:** Budaya Keselamatan, Sistem Manajemen, Peningkatan Kinerja Organisasi

3202-6078-1

## PENGARUH PENERIMAAN PENGGUNAAN SIPD MENGGUNAKAN TECHNOLOGY ACCEPTANCE MODEL

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### ABSTRACT

The Sistem Informasi Pemerintah Daerah (SIPD) based on Permendagri Number 70 of 2019 concerning Sistem Informasi Pemerintah Daerah (SIPD), is the management of regional development information, regional financial information, and other interrelated regional government information to be utilized in implementing regional development. SIPD is designed to encourage governance that is more adaptive, responsive, dynamic, innovative and accountable. Where every SIPD user in each Organisasi Perangkat Daerah (OPD) in Indonesia is required to understand and master SIPD properly so that the data input process, implementation progress, and the resulting financial reports are not hampered. This study will analyze the factors that influence SIPD acceptance in several OPDs within the Jombang District Government. Has SIPD been accepted by users in OPD in terms of Attitude Toward Using by looking at the influence of Perceived Usefulness and Perceived Ease Of Use on Attitude Toward Using SIPD. The method used to measure research results using TAM. By using the purposive sampling method, the number of civil servants participating in the study was 50 people spread across 5 OPDs in Jombang Regency. From the results of the analysis it is known that Perceived Usefulness and Perceived Ease Of Use have a positive impact on Attitude Toward Using SIPD with each value of Sig. 8, 355 > t table 2.01174 and 12, 330 > t table 2.01174. This means that SIPD users who are research locations have been able to accept SIPD well, because the two perceptions that are conditions for accepting an accounting information system have been fulfilled.

**Keywords:** TAM; SIPD; Perceived Usefulness; Perceived Ease Of Use; Attitude Toward Using



3203-6080-1

**PENGARUH UKURAN PERUSAHAAN, KINERJA LINGKUNGAN,  
DAN PROFITABILITAS TERHADAP PENGUNGKAPAN  
EMISI KARBON**

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**ABSTRACT**

This research aims to determine the effect of company size, environmental performance, and profitability on carbon emissions disclosure in companies of energy sector. The population used in this research were 71 companies of energy sector listed on the Indonesia Stock Exchange for the period 2018 – 2022. While the number of samples research was 60 samples from 14 companies that fit the sample selection criteria (purposive sampling). Data collection techniques using the method of documentation and literature study. The results showed that company size had a significant positive effect on carbon emissions disclosure. Meanwhile, environmental performance using PROPER ratings and profitability does not affect the carbon emissions disclosure.

**Keywords:** company size, environmental performance, profitability, carbon emissions

**3205-6082-1**  
**CORPORATE GOVERNANCE MECHANISM AND EXTENT OF**  
**SUSTAINABILITY REPORT DISCLOSURE**

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**ABSTRACT**

Economic, environmental, and social aspects are very important for stakeholder to make a decision, therefore companies disclose sustainability report. This study aims to examine the effect of corporate governance mechanisms on the extent of sustainability report disclosure as measured using the Global Reporting Initiative (GRI) Standard 2016. This study has two control variables, namely firm size and profitability. The type of data used in this study is secondary data consisting of annual reports and sustainability reports of financial sector companies listed on the Indonesia Stock Exchange (IDX) for period 2020-2021. The sample in this study was 106 observations. The analysis technique used is panel data regression with Eviews 12. The results showed that the proportion of independent commissioners and the size of the board of directors had a positive effect on the extent of sustainability report disclosure in accordance with legitimacy theory, while institutional ownership and managerial ownership had a negative effect on the extent of sustainability report disclosure.

**Keywords:** Institutional Ownership, Managerial Ownership, Proportion of Independent Commissioners, Size of The Board of Directors, Sustainability Report

## **FIRM VALUE: IMPACT PROFITABILITY AND COMPANY SIZE, WITH AUDIT COMMITTEE AS MODERATING VARIABLE**

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### **ABSTRACT**

This research was conducted to analyze how the impact of profitability and company size on firm value with the audit committee as a moderating variable on infrastructure companies listed on the Indonesia Stock Exchange from 2018 to 2021 is the population taken. Purposive sampling is the sampling method used. In collecting data, documentation is used. Statistical testing was carried out using the t-test and multiple linear regression analysis, beforehand classical assumption testing was carried out. The results of this study indicate that: profitability and company size have a positive effect on stock prices, while the audit committee is unable to moderate the relationship between profitability and company size on company value.

**Keyword:** Audit committee, Firm size, firm value, profitability

3207-6084-1

## HOW IS ENVIRONMENTAL SOCIAL GOVERNANCE PERFORMANCE IMPACT ON FINANCIAL REPORTING QUALITY IN INDONESIA?

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### ABSTRACT

The term Environmental, Social, and Governance (ESG) was first introduced and coined in the report "Who Cares Wins: Connecting Financial Markets to a Changing World" by the UN Global Compact in 2004. The objective of this research is to examine the performance of ESG factors on the financial reporting quality of companies in Indonesia. This study falls under the third stage of the knowledge progression, which is the proof-of-concept, involving the analytical and experimental demonstration of important functions and/or characteristics. The research adopts a quantitative approach using a combination of time series and cross-sectional data (panel data). The population of this study consists of companies with ESG performance reports available in the Bloomberg database for the period 2017-2021. The sampling technique employed in this research is purposive sampling, where the sample is selected based on the suitability of characteristics and predetermined sample criteria to ensure representativeness. After eliminating companies with missing data, a sample of 88 companies that consistently reported ESG information from 2017 to 2021 was obtained, resulting in 440 observations. The data analysis method utilized the Eviews 12 analytical tool. This study found that social performance has a positive impact on the quality of financial reporting, whereas governance performance has a negative effect, while environmental performance has no significant impact on the quality of financial reporting. These results provide input for management, investors and regulators in making business policies and government policies.

**Keyword:** Environmental, Social, and Governance; Financial Reporting Quality

3208-6088-1

## KINERJA KEUANGAN, RISIKO KEUANGAN DAN SENTIMEN PENGUNGKAPAN CSR

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### ABSTRACT

This study aims to test the influence of financial performance and financial risk on the sentiments of the CSR Disclosure, using organizations' size and the number of words in the CSR Disclosure as the control variables. Secondary data for this study were acquired from the Food and beverages Companies listed on the Indonesia Stock Exchange from 2018 to 2021. The sampling was conducted using the purposive sampling method, while the data analysis was completed using Lexicon Based Approach and regression panel data. The results show that financial performance measured using Return on Asset, and financial risks measured using Debt to Asset Ratio have positive impacts on Sentiments of CSR Disclosure. The results are supported by the robustness test which shows that high ROA positively affects Sentiments of CSR Disclosure, and low ROA negatively affects Sentiments of CSR Disclosure. Meanwhile, high DAR negatively affects CSR disclosure ratio and low DAR does not affect Sentiments of CSR Disclosure.

**Keyword:** financial performance, financial risks, sentiments of CSR Disclosure, size, number of words

3209-6090-1

## IMPACT OF HEURISTIC BEHAVIOR AND RISK PERCEPTION ON INVESTMENT DECISIONS BY YOUNG INVESTORS

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### ABSTRACT

This study aims to analyze the effect of heuristic behavior and risk perception of young investors on investment decision-making at the Faculty of Economics and Business at Lambung Mangkurat University. The independent variables measured in this study are heuristic behavior and risk perception, while the dependent variable used is investment decision-making. The population of this study consisted of 2,901 students from the Faculty of Economics and Business at Lambung Mangkurat University. The sample was determined using purposive sampling, and a final sample of 66 respondents who had engaged in investment was obtained. The data collection technique used was primary data collected through a questionnaire. The analysis technique in this study used multiple linear regression analysis through the SPSS version 26 program. The results of the study prove that heuristic behavior and risk perception have an effect on investment decision-making.

**Keywords:** behavioral finance, investment decision, heuristic behavior, risk perception

3210-6092-1  
**KEPEMILIKAN ASING, TRANSFER PRICING DAN  
PENGHINDARAN PAJAK**

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**ABSTRAK**

Penelitian ini bertujuan untuk menguji pengaruh kepemilikan asing sebagai variabel independen dan transfer pricing sebagai variabel intervening terhadap variabel dependen penghindaran pajak dalam laporan tahunan yang diterbitkan oleh perusahaan. Populasi penelitian yang digunakan merupakan perusahaan manufaktur yang terdaftar di Bursa Efek Indonesia pada tahun 2017-2019. Metode pengambilan sampel dengan teknik purposive sampling dan diperoleh sebanyak 73 perusahaan. Metode analisis data yang digunakan adalah Regresi Mediasi. Hasil hipotesis penelitian menunjukkan tidak ada pengaruh signifikan dari kepemilikan asing terhadap penghindaran pajak secara langsung dan tidak langsung. Variabel intervening transfer pricing juga tidak ada pengaruh mediasi terhadap hubungan kepemilikan asing ke penghindaran pajak.

**Kata Kunci:** Kepemilikan asing, transfer pricing, penghindaran pajak

3211-6094-1

## PERAN CSR DALAM MENINGKATKAN NILAI PERUSAHAAN PADA HOSPITALITY INDUSTRY DI MASA PANDEMI

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### ABSTRACT

This study aims to find empirical evidence of the effect of Corporate Social Responsibility (CSR) on company value in the hospitality industry in the pandemic era. The research sample is 33 companies listed on the Indonesia Stock Exchange for the 2020-2022 period with 99 observations. CSR is measured by overall disclosure of 91 indicators according to GRI 4 and further tested based on economic, environmental and social aspects. Firm value is measured using the Tobin's Q ratio. The hypothesis is tested using a panel data regression analysis model. This study found that CSR has a positive effect on firm value in the current year based on the disclosures made. The effect of CSR on the overall company value in all aspects, not per CSR aspect because CSR economic, environmental and social aspects were found to have no effect on company value.

**Keywords:** CSR, nilai perusahaan, hospitality industry



3212-6096-1

## **PENGARUH KOMPLEKSITAS PAJAK DAN PENGETAHUAN PAJAK TERHADAP KEPATUHAN WAJIB PAJAK DENGAN SOSIALISASI PAJAK SEBAGAI VARIABEL PEMODERASI**

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### **ABSTRACT**

The purpose of this study is to determine whether tax complexity and tax knowledge affect taxpayer compliance. In addition, this study wants to see whether tax socialization can strengthen or weaken the relationship between tax complexity and tax knowledge on taxpayer compliance. Therefore, this study uses tax complexity and tax knowledge as independent variables, taxpayer compliance as the dependent variable, and tax socialization as a moderating variable. This study uses social cognitive theory to support the four hypotheses. This study uses a questionnaire for data collection using convenience sampling as a sampling method. The analysis technique in this study uses Moderated Regression Analysis (MRA) with 4 models. The results showed that tax complexity has a negative effect on taxpayer compliance. In addition, tax knowledge has a positive effect on taxpayer compliance. However, tax socialization as a moderating variable has not succeeded in moderating the effect of tax complexity on taxpayer compliance. Meanwhile, tax socialization succeeds in moderating the effect of tax knowledge on taxpayer compliance but does not strengthen.

**Keywords:** taxpayer compliance, tax complexity, tax knowledge, tax socialization

3214-6098-1

## AN ANALYSIS WAS CONDUCTED ON STUDENT'S ABILITY TO DETECT FRAUD USING THE ASTIN I-E-O MODEL

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### ABSTRACT

This study aims to determine the ability of students to detect fraud by using the variables of student motivation, academic achievement, involvement in Auditing lectures, and the ability to detect fraud. The population in this study were 139 students of the Accounting Study Programme, Faculty of Economics and Business, Al-Qur'an University of Science class of 2019. This study used the total sampling method and was collected through a questionnaire with the help of the Google Forms platform, obtaining a total of 75 students who responded. The analysis technique used is path analysis with the help of SPSS software version 25. The results of this study indicate that student motivation has a positive effect on Auditing lecture involvement, and academic achievement has no effect on Auditing lectures. Meanwhile, Auditing lecture involvement has a positive effect on the ability to detect fraud, and student motivation and academic achievement do not affect the ability to detect fraud.

**Keywords:** Ability to detect fraud, Auditing lecture involvement, Academic Achievement, Student Motivation.

3215-6102-1

## **BUDGETING-BASED PERFORMANCE IN HIGHER EDUCATION INSTITUTION AT INDONESIA: A SYSTEMATIC REVIEW**

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### **ABSTRACT**

This systematic review delves into the integration of budgeting and performance in the context of higher education institutions (HEIs) in Indonesia. In response to reduced public finances and heightened accountability demands, universities are undergoing a transition in their budgeting approaches. Drawing on a variety of research, this study explores the implications of performance-based budgeting (PBB) on HEIs' conditions, with a specific focus on Indonesia. Key findings from previous research reveal that PBB implementation can enhance organizational performance, with its emphasis on achieved outcomes. This advantage has led to the strong recommendation of implementing PBB to address challenges faced by Indonesian private HEIs. However, the review acknowledges the challenges in realizing the full potential of PBB, particularly in a developing country context. The systematic review identifies several themes, including the integration of budgeting and performance, the creation of effective systems, relevant performance indicators for Indonesian HEIs, the implementation process of performance-based budgeting, and the challenges inherent in its execution. By categorizing and comparing these themes, the study underscores the potential benefits of aligning budgeting with performance management.

**Keywords:** performance-based budgeting, higher education, HEI, PBB, Indonesia

3216-6104-1

## **EFFECT OF GREEN ACCOUNTING PRACTICE ON MAQASHID SHARIA PERFORMANCE IN ISLAMIC BANKS**

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### **ABSTRACT**

The purpose of this study is to analyze the effect of green accounting practice on maqashid sharia performance in Islamic banks. This research data used secondary data of 16 Islamic banks in Indonesia. Smart PLS 4 with the SEM-PLS model is the software used to test the effect between the dependent variable, namely the maqashid sharia index which is proxied in educating individuals; establishing justice; and promoting welfare on the independent variable, namely green accounting practice which is also proxied by green investment, green initiatives, and green activity management. Meanwhile, the control variables used in this study aim to control causality in obtaining a more complete empirical model measured using bank size. The results indicate that green investment, green initiative, and green activity management that fulfil the category in representing the practice of green accounting in islamic banks. The implementation of maqashid sharia in Islamic banks is only represented by educating individuals and promoting welfare. Furthermore, the results of the effect test in this study are green accounting practice have a negative significant effect on maqashid sharia performance in islamic banks. While bank size proxied as control variable have a positive significant effect on maqashid sharia performance.

**Keywords:** Green Accounting Practice, Maqashid Sharia Performance, Bank Size, SmartPLS, Islamic Bank

3217-6106-3

## DOES POLITICAL CONNECTIONS MODERATE FRAUD DISCLOSURE FACTORS?

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### ABSTRACT

Much research has been conducted regarding the influence of Good Corporate Governance (GCG) and the Whistleblowing System on fraud but has not considered the role of political connections in this influence. This study aims to examine the effect of GCG and the Whistleblowing System on disclosure of fraud moderated by political connections. This research is quantitative research on state-owned banking companies listed on the IDX for the 2012-2021 period. The number of samples is 40 samples obtained by using purposive sampling technique. The data in this study is secondary data in the form of annual reports and financial statements of each company. Data were analyzed using MRA (Moderated Regression Analysis). The results of the study show that GCG and the Whistleblowing System have a positive effect on disclosing fraud. Political connection as a moderating variable does not moderate the effect of GCG and the Whistleblowing System on disclosure of fraud. In this study also added the variable age of the company as a control variable which has a negative effect.

**Keywords:** Fraud, Good Corporate Governance, Political Connections, Whistleblowing System.

3218-6108-1  
**VILLAGE FUND CORRUPTION IN INDONESIA: A LITERATURE  
REVIEW**

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**ABSTRACT**

Corruption is a latent danger that has damaged the order of people's lives. Since the arrival of Village Law No. 6 of 2014 has become a time bomb for the government. From year to year the number of village fund corruption cases is increasing in number. The increase in corruption cases in recent years has encouraged research to understand this phenomenon more comprehensively. A literature review is needed to be able to summarize and review descriptively the results of the literature in the field of village fund corruption. The results of this literature review show that the increase in transfers to villages has led to increased village fund corruption. In addition, there are five modes of village fund corruption, namely mark up, fictitious projects, fictitious reports, embezzlement, and budget abuse. Factors causing widespread village fund corruption are the lack of competence of village officials, low community participation and lack of accountability and transparency of village finances. In addition, even though the corruption mitigation process has been carried out by the government, it is still limited to human resources.

**Keyword:** Corruption, Literature Review, Village Fund,

3219-6110-1  
**GREEN BUYING INTENTION ON TPB'S AND THE DECISION'S  
MAKING PROCESS**

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**ABSTRACT**

Green buying intentions can support the transition to net-zero emissions by 2050. This study aims to analyze how consumer perceptions of green products influence purchase intention and willingness to pay higher prices. Based on the theory of planned behavior and decision-making theory, this study uses premises related to the environmental concern, perceived consumer effectiveness, social influence, perceived safety, functional expectations and green perceived utility. Through questionnaires and in the final results getting 161 respondents from the Indonesian community, SEM-PLS analysis was carried out using the second order-CFA technique. The results show that perceived safety, functionality expectations, and green perceived utility positively and significantly influence purchase intention and willingness to pay premium prices while environmental concern, perceived consumer effectiveness, and social influence positively and significantly only influence willingness to pay premium prices not for purchase intention. Research is expected to add other indicators such as product perceived value and eWOM to better understand consumer green behavior.

**Keywords:** Environmental Concern, Green Perceived Utility, Perceived Safety

3220-6112-1

## THE INFLUENCE OF AUDIT COMMITTEE ATTRIBUTES ON THE QUALITY OF ESG DISCLOSURE

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### ABSTRACT

The purpose of this study was to analyze the effect of audit committee attributes consisting of financial expertise, size, independence, and frequency of audit committee meetings on the quality of ESG disclosures. The inconsistency of previous research results is the main reason why this research is important to do. Unlike previous research, this research does not only focus on certain industries but all industries with ESG scores that are routinely assessed by Bloomberg for the 2017-2021 period in Indonesia except the financial industry. The sample consists of 67 companies, so that the total observations used are 335 firm-years. This study uses the Fixed Effect Model method. The results of the study show that the independence of the audit committee has a significant positive effect on the quality of ESG disclosures. Meanwhile, the frequency of audit committee meetings has a significant negative effect on the quality of ESG disclosures. However, financial expertise and audit committee size are not related to the quality of ESG disclosures. The results of the sensitivity test support the entire result of the hypothesis test. Sensitivity tests were carried out on each of the ESG components consisting of Environmental, Social and Governance. This study contributes that not all audit committee attributes can improve the quality of ESG disclosures, which is probably because audit committees still focus on the quality of financial statement disclosures compared to ESG disclosures.

**Keywords:** ESG, Audit Committee, Audit Committee Attributes



3222-6114-1  
**THE LEARNING MODE PREFERENCE AMONG UNIVERSITY  
STUDENTS**

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**ABSTRACT**

The COVID-19 pandemic significantly impacted various aspects of human life, including higher education. For instance, the teaching and learning processes have been adjusted from offline to online. The drastic change in learning modes can affect student learning behavior, determining the effectiveness of the competency-based learning experience inherent in college graduates. This study aimed to examine the shift of learning mode preference, online learning evaluation, and change in learning behavior. The study was conducted at a private university with students from all Indonesian regions. The collected data were analyzed using non-parametric statistics. The results show a change in learning mode preferences before and after the pandemic. There is a relationship between learning mode preferences and respondents' evaluations of online modes implemented during the pandemic, except for the tendency toward individualism. Learning mode preferences are also associated with changes in student learning behavior.

**Keywords:** blended/hybrid learning, COVID-19, higher education, online learning, offline learning

3223-6116-1

## **ELEVATING FIRM VALUE: EXPLORING THE ESG FRAMEWORK'S INFLUENCE ON CORPORATE PERFORMANCE**

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### **ABSTRACT**

The establishment of a company not only focuses on financial aspects, but also focuses on social and environmental aspects. The purpose of this study is to empirically prove that philanthropic activities, environmental performance and environmental costs affect the value of the company. This research was conducted by energy sector companies listed on the Indonesia Stock Exchange in 2011-2020 and used the purposive sampling method in determining samples. Data processing in this study was carried out using Microsoft Excel and SPSS 25 software. The data analysis technique in this study used multiple linear regression analysis. The results of this study prove that philanthropic activities have a positive and significant impact on the value of the company, while environmental performance has positive results but does not have a significant effect on the value of the enterprise. On the other hand, environmental costs have a negative result and do not have a significant effect on the value of the company. These findings suggest that companies should continue to prioritize philanthropic activities as a component of their CSR strategy, while also considering the environmental costs incurred as a result of their operations.

**Keywords:** Philanthropy; Environmental performance; PROPER; Environmental Costs; The value of the company

3224-6118-1  
**OPTIMIZING PERFORMANCE OF REFUELLING OPERATION  
THROUGH SIMULATION**

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**ABSTRACT**

Optimization of the fuel filling process aims to reduce queuing time for tank cars, and this is because the company uses a manual filling system, which takes a long time. The total number of filling bays is 5, with 9 parking lots for tankers to carry out the refueling operation. The method that will be used to help optimize the fuel-filling process is to simulate existing events using the Arena Software and then analyze scenarios that can be implemented to optimize the filling process and reduce waiting time. Scenario 1 is to add a parking space in Bay 5 because it only has 1 parking space. Scenario 2 is to add 1 bay with 1 parking space. Scenario 3 is to add 1 bay with 2 parking lots. A comparison of the scenario results with the existing conditions is that the existing conditions obtain 157 outputs, Scenario 1 obtains 160 outputs, Scenario 2 obtains 179 outputs, and Scenario 3 obtains 189 outputs. Analysis of these improvement scenarios found that Scenario 1 is the recommended improvement scenario based on the location and capacity of the company's field.

**Keywords:** Refuelling, Scenario, Simulation, Queue

3226-6120-1

# THE INFLUENCE OF INTERNATIONAL OPERATIONS, ENVIRONMENTAL CERTIFICATION, AND CORPORATE GOVERNANCE ON ENVIRONMENTAL DISCLOSURES IN NONFINANCIAL COMPANIES SUSTAINABILITY REPORTS

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## ABSTRACT

The increasing public awareness of the environment, as well as regulations that require companies to implement and report on their environmental responsibilities in sustainability reports, have led companies to disclose environmental information to gain legitimacy from the public. However, the content of the information disclosed by companies is still voluntary resulting in low levels of environmental disclosure. This study aims to investigate the influence of international operations, ISO 14001:2015 environmental certification, and corporate governance on environmental disclosure in sustainability reports. The score from the Global Reporting Initiative (GRI) standard is used to measure the extent of environmental disclosure. The population of this study consists of non-financial companies listed on the Indonesia Stock Exchange during the period 2020 and 2021. The sample is selected using the purposive sampling method with pre-determined criteria, resulting in 48 companies with a total of 83 observation data. Multiple linear regression analysis is used to analyze the data in this study. The findings reveal that ISO 14001:2015 certification and corporate governance have a significant positive influence on environmental disclosure in sustainability reports, whereas international operations do not have a significant influence on environmental disclosure in sustainability reports.

**Keywords:** sustainability reports, environmental disclosure, international operations, ISO 14001 certification, and corporate governance.

3227-6122-1

**PERAN KINERJA KEUANGAN, EMPLOYEE STOCK OPTION PLAN (ESOP), DAN CORPORATE GOVERNANCE TERHADAP SUSTAINABLE GROWTH RATE (SGR) PERUSAHAAN NON-KEUANGAN DI INDONESIA**

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**ABSTRACT**

This study aims to determine how financial performance, employee stock option plan (ESOP), and corporate governance influence a company's sustainable growth rate (SGR). Financial performance variables consist of: short-term profitability calculated by return on asset (ROA), long-term profitability calculated by return on invested capital (ROIC), short-term solvency calculated by current ratio (CR), and long-term solvency calculated by debt-to-asset ratio (DAR). ESOP calculated through a dummy variable, corporate governance calculated by the governance disclosure score (GDS), and SGR calculated by the Higgin's model. The study population comprises non-financial companies listed on the Indonesia Stock Exchange (IDX) between 2017 and 2019. The study used purposive sampling method to select 108 samples for the study. The data analyzed using multiple linear regression. This study succeeded in proving that short-term profitability has a significant positive effect on SGR. In addition, this study shows that long-term solvency has a significant positive effect on SGR, which contradicts the hypothesis. Meanwhile, the results showed that the other variables had no effect on SGR.

**Keywords:** Financial Performance, Employee Stock Option Plan (ESOP), Corporate Governance, Sustainable Growth Rate (SGR).

3234-6132-1

**THE EFFECT OF CSR ACTIVITIES IN ENVIRONMENTAL, SOCIAL AND GOVERNANCE DIMENSIONS ON THE RISK OF COMPANY FINANCIAL DISTRESS**

(Empirical Study of Non-financial Sector Companies Listed on the Indonesia Stock Exchange (IDX) in 2014-2021)

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**ABSTRACT**

This study aims to determine the effect of CSR activities on the dimensions of environmental, social, and governance of the company's financial distress risk. Tests were carried out using CSR variables in the environmental dimension, CSR in the social dimension, and CSR in the governance dimension as independent variables. As well as financial distress as the dependent variable in this study. Thinking about corporate social responsibility is increasingly relevant in business activities in general because companies compete and aim for economic progress through internationalization. Under these circumstances, companies begin to see themselves as part of a broad economic system so they disclose their CSR practices through sustainable reports, one of which is the measurement of ESG or environmental, social, and governance performance.

The sample used is non-financial companies in 2014 - 2021 listed on the Indonesia Stock Exchange and Bloomberg Terminal with a total of 427 samples after using purposive sampling with predetermined criteria. The analytical method in this study uses panel data regression analysis because there are many companies and their years of observation.

The results of the study show that CSR activities in the environmental dimension have a negative influence on the company's financial distress risk. Meanwhile, there was no significant negative impact of CSR activities in the social dimension and CSR in the governance dimension on the risk of financial distress.

**Keywords:** Environmental dimension of CSR, Social dimension of CSR, Governance dimension of CSR, financial distress.

3237-6138-1

## **DETERMINANTS OF BANKING PROFITABILITY IN INDONESIA AND DISCLOSURE OF SUSTAINABLE REPORTING**

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### **ABSTRACT**

Economic conditions in Indonesia continue to improve, and the increase in the number of companies also increases competition between companies in Indonesia. Every company must gain the trust of investors and external parties to survive. Usually, whether a company is good or not can be seen from its financial performance. For this reason, financial reports are an essential basis for assessing a company. Financial reports can provide investors and external parties with an overview of the company's financial performance, from financial position reports to cash flow reports. The Sustainability Report contains information regarding the disclosure of economic aspects, social aspects, and social aspects of the company's operational activities. In this research, the independent variable is divided into the three elements of the Sustainability Report (economic, environmental, and social aspects), and the dependent variable is represented by the company's profitability by measurement using the Return on Equity (ROE) ratio. The data was then processed using two applications, namely Microsoft Excel and Statistical Package for Social Science (SPSS). The data processing contains several conclusions, explained as follows: Disclosure of the economic aspects of the Sustainability Report influences the company's profitability. The second result shows that disclosure of the environmental factors of the Sustainability Report affects company profitability. The third disclosure of the social aspects of the Sustainability Report does not affect the company's profitability.

**Keywords:** Sustainability Reporting Disclosure, Profitability, GRI

3239-6141-1

## HOW FINANCIAL LITERACY AND SUSTAINABILITY PERCEPTION IMPACT ON SMES PERFORMANCE

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### ABSTRACT

In previous research, a lack of understanding of finance (financial literacy) was one of the factors that made it difficult for SMEs to develop sustainability strategies. In the end, it is difficult to compete at both national and international level marketing. For this reason, SMEs are expected to consider the concept of sustainability in business processes and products as a competitive advantage.

This research aims to assess the extent to which financial literacy influences the process of implementing sustainability in SMEs so that it can ultimately influence the performance of SMEs. This research uses descriptive verification and exploratory methods. Exploratory research was used because the researcher wanted to find the initial concept of developing a model for implementing sustainability in SMES companies.

Research result shows that Financial Literacy has an influence on the performance of SMEs. Understanding sustainability in SMEs also affects their performance. Similarly, there is a simultaneous influence between Financial Literacy and Understanding Sustainability on the performance of SMEs. Financial literacy has a positive effect on the performance of SMEs. Understanding the concept of sustainability has a positive effect on the performance of SMEs. Simultaneous testing of financial literacy and understanding sustainability shows that both variables have a significant effect on the performance of SMEs.

**Keywords :** Financial Performance; SMEs; Sustainability ; Sustainability Reporting; Financial Literacy;



## **SUSTANABILITY REPORTING PT PUPUK KALTIM BASED ON SUSTAINABILITY DEVELOPMENT GOAL (SDGs) IN 2022**

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### **ABSTRACT**

This study about discloses contribution achievement sustainability Development Goals above performance sustainability of PT Pupuk East Kalimantan year 2022. PT. Fertilizer East Kalimantan is one of them a company that received a Platinum rating from the Asian Sustainability Reporting Rating (ASRRAT). The purpose of study This is for analyze disclosure of the Sustainable Development Goals reflected in Report Sustainability of PT Pupuk East Kalimantan year 2022 based GRI Standards in 2022. This type of research is qualitative research. Research methods used are method Content analysis. The data collection technique used is documentation, namely collecting relevant data and information sourced from literature studies and internet searches in order to obtain information that is useful for conducting research. Conclusions obtained in study This is based on results study show that based on ranking Predicate Disclosure Sustainability Reporting period in 2022 got categorized as informative with the average value of data processing is 72%. In reports the Already categorized as accurate reported disclosures. It is expected that PT Pupuk East Kalimantan in 2023, maintain quality report sustainability.

**Keyword:** Sustainability, GRI, Sustainable Development Goals (SDGs), CSR

## **RUNNING WITH TECHNOLOGY: PRODUCING SUSTAINED DIGITAL TALENTS IN PUBLIC SECTOR**

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### **ABSTRACT**

Post-pandemic challenges in the industry 4.0 era that accelerated digitalization were angibly faced by employees in Indonesia, specifically for Civil Servants in the public sector as the executor of governance bureaucracy. The Government has launched the National Digital Talent Program as an auxiliary enactment to elevate the digital competence of Civil Servants. Considering digital competence is an unconventional competency, we couldn't find any guidelines to assess the individual level of digital competence to identify the competency gaps. This absenteeism might lead the National Program to ineffectiveness. Hence, it desires necessary efforts since digital transformation is more about people and less about technology. Engendered by the mentioned issues, the Authors attempt to construct the Digital Competence Assessment Tool (DCAT) aimed to be the entry point for digital talent acquisition for driving business sustainability. DCAT adapted from the Digital Competences Development System (DCDS) consists of Self-Assessments and Validation Questions. DCAT measures five competence areas: Digital Literacy and Information; Digital Communication and Collaboration; Production and Sharing of Digital Content; Security of Using Digital Technology; and Problem-Solving with Digital Technology. The assessment took by Civil Servants across generation of the Inspectorate General of the Ministry of Energy and Mineral Resources (MEMR) online through a self-developed application by the Authors and the IT team. The result shows that the average digital competence of Civil Servants of the Inspectorate General of MEMR is level 4, with the Millennial Generation having the highest level of digital competence. The mentioned result fits the theory that Millennials have more experience growing with technology. Moreover, the individual result emerges as a data resource in arranging an established and sustained Human Capital Development Plan that diminished bias in the business process of human capital. DCAT has been implemented nationwide as one of the tests in the recruitment process of Civil Servants of MEMR since 2021. Accompanied by the number of advantages accounted for by the organization, this fruitful innovation has achieved the Dharma Karya Energy Award of 2021 from the Minister of MEMR.

**Keywords:** Digitalization, Digital Competence, Digital Competence Assessment, Digital Talent, Civil Servants, Ministry of Energy And Mineral Resources

## HIGH-PERFORMANCE WORK SYSTEMS AND WORK ENGAGEMENT: THE ROLE OF FEELING TRUSTED BY SUPERVISOR

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### ABSTRACT

This study examines the role of feeling trusted within the linkage between high-performance work systems and work engagement. Feeling trusted by supervisor is believed to be an indicator that employees are valued by organization (Pfeffer, 1998), but that research has not been completed yet (Baer et al., 2015). Data were collected from 107 employees which work at the financial services companies in Jakarta, Indonesia. Structural equation modeling (SEM) was used to explore the linkages between high-performance work systems to work engagement. Later, Sobel Test was used to examine the mediation role from feeling trusted. This research found that high-performance work systems have a positive relationship with feeling trusted and work engagement. Surprisingly, feeling trusted has a negative impact on work engagement. Last, this research revealed that feeling trusted cannot leads the high-performance work systems to improve work engagement. Despite this research conducted in multicultural country but it has paucity from cultural aspects analysis. Accordingly, future research should consider the cultural aspects to advance this form of research further. The theoretical and practical contributions will be discussed later.

**Keywords:** work engagement; high-performance work systems; feeling trusted

