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**LAMPIRAN**

Lampiran 1 Persebaran Gender Komisaris

. tab dumfc

dumfc	Freq.	Percent	Cum.
0	987	62.35	62.35
1	596	37.65	100.00
Total	1,583	100.00	

Lampiran 2 Persebaran Gender Direksi

. tab dumfd

dumfd	Freq.	Percent	Cum.
0	910	57.49	57.49
1	673	42.51	100.00
Total	1,583	100.00	

Lampiran 3 Persebaran Gender Komisaris Lintas Industri

. tab sic2 dumfc

12 kode industry Fama	dumfc		Total
	0	1	
1	255	115	370
2	147	74	221
3	108	73	181
4	82	30	112
5	5	4	9
7	5	5	10
9	178	156	334
12	207	139	346
Total	987	596	1,583

Lampiran 4 Persebaran Gender Direksi Lintas Industri

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. tab sic2 dumfd
```

12 kode industry Fama	dumfd		Total
	0	1	
1	227	143	370
2	125	96	221
3	116	65	181
4	73	39	112
5	8	1	9
7	4	6	10
9	162	172	334
12	195	151	346
<b>Total</b>	<b>910</b>	<b>673</b>	<b>1,583</b>

Lampiran 5 Statistik Deskriptif

```
. sum tobinsq lev bodpro bocpro educ edud agec aged expc expd size growth insown conown indboc
```

Variable	Obs	Mean	Std. Dev.	Min	Max
tobinsq	1,583	.4658034	.2125758	.0005288	.9980222
lev	1,583	1.701365	9.595206	.0002421	370.5741
bodpro	1,583	.1274571	.1769682	0	1
bocpro	1,583	.1209307	.1825133	0	1
educ	1,583	.2552116	.4868008	0	3
edud	1,583	.3550221	.5779763	0	3
agec	1,583	19.45694	26.7815	0	90
aged	1,583	19.47088	24.21505	0	71
expc	1,583	7.5269	11.88655	0	64
expd	1,583	8.776027	11.51098	0	43
size	1,583	28.71364	1.652716	22.75774	33.47373
growth	1,583	864237.4	1.19e+07	-.9944034	4.58e+08
insown	1,583	.6210288	.2608641	0	1
conown	1,583	.8199621	.3843404	0	1
indboc	1,583	1.58307	.8506807	0	6



Lampiran 8 Hasil Uji Beda Variabel *Dummy* Direksi dengan *Leverage*

```
. ttest lev, by (dumfd)
```

Two-sample t test with equal variances

Group	Obs	Mean	Std. Err.	Std. Dev.	[95% Conf. Interval]	
0	910	2.041272	.4160002	12.54915	1.22484	2.857705
1	673	1.241758	.070595	1.831392	1.103145	1.380372
combined	1,583	1.701365	.2411648	9.595206	1.228329	2.174401
diff		.7995137	.4875676		-.1568334	1.755861

diff = mean(0) - mean(1) t = 1.6398  
 Ho: diff = 0 degrees of freedom = 1581

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0  
 Pr(T < t) = 0.9494 Pr(|T| > |t|) = 0.1012 Pr(T > t) = 0.0506

Lampiran 9 Hasil Uji Beda Variabel *Dummy* Direksi dengan *Tobin's Q*

```
. ttest tobinsq, by (dumfd)
```

Two-sample t test with equal variances

Group	Obs	Mean	Std. Err.	Std. Dev.	[95% Conf. Interval]	
0	910	.4769644	.0072311	.218136	.4627727	.4911561
1	673	.450712	.007864	.2040085	.4352711	.4661529
combined	1,583	.4658034	.0053429	.2125758	.4553236	.4762832
diff		.0262524	.0107908		.0050867	.0474181

diff = mean(0) - mean(1) t = 2.4329  
 Ho: diff = 0 degrees of freedom = 1581

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0  
 Pr(T < t) = 0.9925 Pr(|T| > |t|) = 0.0151 Pr(T > t) = 0.0075

Lampiran 10 Hasil Uji Korelasi

```
. corr bocpro bodpro size growth insown conown indboc lev tobinsq
(obs=1,583)
```

	bocpro	bodpro	size	growth	insown	conown	indboc	lev	tobinsq
bocpro	1.0000								
bodpro	0.0765	1.0000							
size	-0.1023	-0.1527	1.0000						
growth	0.0367	-0.0265	0.0180	1.0000					
insown	0.0034	0.0123	-0.0396	0.0094	1.0000				
conown	0.0144	0.0245	-0.0114	0.0146	0.4976	1.0000			
indboc	-0.0850	-0.0407	0.2369	-0.0051	0.0603	0.0177	1.0000		
lev	-0.0215	-0.0417	-0.0283	-0.0003	0.0240	0.0114	-0.0219	1.0000	
tobinsq	-0.0040	-0.1039	0.1809	0.0150	0.0194	0.0093	-0.0143	0.2208	1.0000

Lampiran 11 Hasil Regresi Variabel Dummy Gender dengan Kinerja

```
. reg tobinsq dumfc dumfd size growth insown conown indboc
```

Source	SS	df	MS	Number of obs	=	1,583
Model	2.98338538	7	.426197912	F(7, 1575)	=	9.80
Residual	68.5047542	1,575	.043495082	Prob > F	=	0.0000
				R-squared	=	0.0417
				Adj R-squared	=	0.0375
Total	71.4881396	1,582	.045188457	Root MSE	=	.20855

  

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
dumfc	.0160388	.0108509	1.48	0.140	-.005245 .0373226
dumfd	-.0249803	.0106331	-2.35	0.019	-.0458368 -.0041238
size	.0248851	.0032765	7.60	0.000	.0184583 .0313119
growth	1.57e-10	4.42e-10	0.35	0.723	-7.11e-10 1.02e-09
insown	.0258378	.0232515	1.11	0.267	-.0197695 .071445
conown	-.0011496	.015742	-0.07	0.942	-.032027 .0297279
indboc	-.0155927	.0063654	-2.45	0.014	-.0280783 -.0031072
_cons	-.2347109	.0940003	-2.50	0.013	-.4190898 -.0503321

Lampiran 12 Hasil Regresi Proporsi Wanita dengan Kinerja

. reg tobinsq bocpro bodpro educ edud agec aged expc expd size growth insown conown indboc if grup==1

Source	SS	df	MS	Number of obs	=	996
Model	3.2521225	13	.250163269	F(13, 982)	=	6.09
Residual	40.3678332	982	.041107773	Prob > F	=	0.0000
				R-squared	=	0.0746
				Adj R-squared	=	0.0623
Total	43.6199557	995	.043839151	Root MSE	=	.20275

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
bocpro	-.0591644	.0521659	-1.13	0.257	-.1615339	.043205
bodpro	-.1226828	.0543961	-2.26	0.024	-.2294287	-.0159369
educ	-.0039311	.0143693	-0.27	0.784	-.0321293	.024267
edud	-.0332577	.0135322	-2.46	0.014	-.0598131	-.0067023
agec	.0004225	.0004769	0.89	0.376	-.0005133	.0013584
aged	.0007311	.0004956	1.48	0.140	-.0002415	.0017037
expc	.0004469	.0008515	0.52	0.600	-.001224	.0021179
expd	.0001735	.0009834	0.18	0.860	-.0017564	.0021034
size	.0216972	.0044232	4.91	0.000	.0130173	.0303771
growth	1.61e-10	4.38e-10	0.37	0.714	-6.99e-10	1.02e-09
insown	.0220834	.0288277	0.77	0.444	-.0344877	.0786544
conown	-.0251826	.0200361	-1.26	0.209	-.0645011	.014136
indboc	-.017006	.0079611	-2.14	0.033	-.0326287	-.0013834
_cons	-.1099327	.1285519	-0.86	0.393	-.3622007	.1423354

Lampiran 13 Hasil Regresi Moderasi terhadap Efek Diversitas Gender

. reg tobinsq dumfc dumfd lev modriskdumc modriskdumd size growth insown conown indboc

Source	SS	df	MS	Number of obs	=	1,583
Model	24.8931473	10	2.48931473	F(10, 1572)	=	83.98
Residual	46.5949923	1,572	.02964058	Prob > F	=	0.0000
				R-squared	=	0.3482
				Adj R-squared	=	0.3441
Total	71.4881396	1,582	.045188457	Root MSE	=	.17216

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
dumfc	-.0761291	.0105701	-7.20	0.000	-.096862	-.0553962
dumfd	-.0798548	.0100354	-7.96	0.000	-.0995389	-.0601707
lev	.0031187	.000458	6.81	0.000	.0022204	.004017
modriskdumc	.0663899	.0038362	17.31	0.000	.0588653	.0739146
modriskdumd	.0555445	.0037196	14.93	0.000	.0482486	.0628403
size	.0215277	.0027138	7.93	0.000	.0162046	.0268507
growth	1.96e-10	3.65e-10	0.54	0.592	-5.21e-10	9.12e-10
insown	.0420187	.0192163	2.19	0.029	.0043265	.0797109
conown	.0052062	.0129991	0.40	0.689	-.0202913	.0307037
indboc	-.011834	.0052567	-2.25	0.025	-.0221449	-.001523
_cons	-.1721587	.077831	-2.21	0.027	-.3248222	-.0194951

Lampiran 14 Hasil Regresi Moderasi Terhadap Efek Proporsi Wanita

reg tobinsq bocpro bodpro lev modrisklev modrisklev2 educ edud agec aged expo expd size growth insown conown indboc if grup==1

Source	SS	df	MS	Number of obs	=	996
Model	25.6712717	16	1.60445448	F(16, 979)	=	87.51
Residual	17.948684	979	.018333692	Prob > F	=	0.0000
				R-squared	=	0.5885
				Adj R-squared	=	0.5818
Total	43.6199557	995	.043839151	Root MSE	=	.1354

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
bocpro	-.2201927	.0375384	-5.87	0.000	-.2938576 -.1465277
bodpro	-.2952753	.0408993	-7.22	0.000	-.3755357 -.2150149
lev	-.0007493	.004757	-0.16	0.875	-.0100844 .0085859
modrisklev	.2023726	.0150545	13.44	0.000	.1728299 .2319153
modrisklev2	.3007466	.020405	14.74	0.000	.260704 .3407892
educ	-.0078747	.0096239	-0.82	0.413	-.0267606 .0110112
edud	-.0171439	.0090839	-1.89	0.059	-.0349699 .0006822
agec	-.0001407	.0003214	-0.44	0.662	-.0007714 .0004899
aged	.0005247	.0003326	1.58	0.115	-.0001279 .0011773
expo	.0009235	.0005694	1.62	0.105	-.0001939 .0020409
expd	-.0013263	.00066	-2.01	0.045	-.0026214 -.0000312
size	.0173814	.0029648	5.86	0.000	.0115632 .0231995
growth	1.77e-10	2.93e-10	0.60	0.546	-3.98e-10 7.51e-10
insown	.0481154	.0192801	2.50	0.013	.0102803 .0859505
conown	-.0071651	.0133981	-0.53	0.593	-.0334574 .0191273
indboc	-.0086275	.0053258	-1.62	0.106	-.0190788 .0018237
_cons	-.0558479	.0865328	-0.65	0.519	-.2256589 .1139632

Lampiran 15 Hasil Analisis Regresi Tambahan (1)

. reg tobinsq divc divd size growth insown conown indboc

Source	SS	df	MS	Number of obs	=	1,583
Model	3.06655431	7	.438079187	F(7, 1575)	=	10.08
Residual	68.4215853	1,575	.043442276	Prob > F	=	0.0000
				R-squared	=	0.0429
				Adj R-squared	=	0.0386
Total	71.4881396	1,582	.045188457	Root MSE	=	.20843

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
divc	.0579387	.0268466	2.16	0.031	.0052799 .1105975
divd	-.0613699	.0270101	-2.27	0.023	-.1143495 -.0083903
size	.0247407	.0032842	7.53	0.000	.0182987 .0311827
growth	1.41e-10	4.42e-10	0.32	0.750	-7.26e-10 1.01e-09
insown	.0262901	.0232358	1.13	0.258	-.0192862 .0718664
conown	-.0017603	.0157334	-0.11	0.911	-.0326209 .0291002
indboc	-.0149813	.0063701	-2.35	0.019	-.027476 -.0024866
_cons	-.2345335	.0947191	-2.48	0.013	-.4203223 -.0487447



Lampiran 16 Hasil Analisis Moderasi Tambahan (2)

```
. reg tobinsq divc divd lev divcrisk divdrisk size growth insown conown indboc
```

Source	SS	df	MS	Number of obs	=	1,583
Model	26.1023674	10	2.61023674	F(10, 1572)	=	90.41
Residual	45.3857722	1,572	.028871356	Prob > F	=	0.0000
				R-squared	=	0.3651
				Adj R-squared	=	0.3611
Total	71.4881396	1,582	.045188457	Root MSE	=	.16992

tobinsq	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
divc	-.1559878	.0259219	-6.02	0.000	-.206833	-.1051427
divd	-.250674	.0260321	-9.63	0.000	-.3017353	-.1996128
lev	.0031086	.0004518	6.88	0.000	.0022225	.0039947
divcrisk	.1519447	.0092924	16.35	0.000	.1337178	.1701715
divdrisk	.1950189	.0113277	17.22	0.000	.1727999	.2172379
size	.0207728	.0026879	7.73	0.000	.0155005	.0260451
growth	1.86e-10	3.60e-10	0.52	0.606	-5.21e-10	8.93e-10
insown	.0390354	.018958	2.06	0.040	.0018498	.0762209
conown	.0087434	.0128346	0.68	0.496	-.0164314	.0339181
indboc	-.0112941	.005195	-2.17	0.030	-.021484	-.0011042
_cons	-.156946	.0774791	-2.03	0.043	-.3089193	-.0049728



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***HUBUNGAN GENDER DIVERSITY DENGAN KINERJA PERUSAHAAN***

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Surat keterangan ini kami lampirkan hasil tes sebagai bukti telah dilakukan tes kesamaan (*similarity*) menggunakan Program Turnitin.

Demikian surat pernyataan ini kami buat untuk dipergunakan sebagaimana mestinya.

Surabaya, 23 Juli 2020

Kapir Ruang Baca,



ABDUL MUNIR  
NIP 196701261990041001

