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Research Article

The Effect of Firm Sizes on Firm Performance with Gcg Mechanism and Csr Disclosure as Intervening Variables

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Abstract

The research is to known are there any impact of firm size to GCG mecanism, CSR disclosure and firm perfomance. and are there any impact of firm size, GCG mecanism, and CSR disclosure to firm perfomance. And this research is aim to proof GCG mecanism and CSR disclosure can be mediated the impact of firm size to firm performance. This research using questionnaire data for hypothesis testing and using Structural Equation Modelling (SEM) to find out the impact of firm perfomance through GCG mecanism and CSR disclosure as mediation variable. The result of empirical study proof that reward, trust, job satisfaction, and knowledge sharing predispose the employee performance. The result also proof that reward, trust, and job satisfaction predispose the employee performance. And the research proof that reward does not affect employee performance indirectly through knowledge sharing, while trust predispose employee performance through knowledge sharing, and job satisfaction does not affect employee performance through knowledge sharing indirectly. Therefore, the firm should intensify reward, trust, and job satisfaction which build a good knowledge sharing activity to intensify employee performance. The research apply institutional theory to propose the relationship of firm perfomance to firm performance and the mediation effect of GCG mecanism and CSR disclosure.

Keywords

Firm size, firm perfomance, GCG mecanism, CSR disclosure

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Introduction

Firm performance shows the firm's ability to manage and control resources. Having a good performance is the main objective of the firm. Firm performance is an indicator of whether a firm can carry out its functions and operations in accordance with the management plans and objectives. Firm size is often used as one of the variables that affects a firm's financial performance. Large companies are more trusted by investors and are believed to be able to attract greater capital to improve firm operations and optimize firm performance (Purnomosidi, 2014). Firm size can be measured using the natural logarithm of the total assets of the firm and the natural logarithm of total firm sales in one period (Pervan and Višić, 2012; Isabirye & Moloi, 2019; Collet et al., 2019). Purnomosidi (2014) states that firm size measured through total assets and total sales affect firm performance. In contrast, Niresh and Velnampy (2014) found that firm size had no influence on firm performance. The inconsistency of the results of previous studies led to a research gap. Therefore, researchers want to examine further the influence of firm size on firm performance by including other variables as mediating variables, including Good Corporate Governance and Corporate Social Responsibility.

Good Corporate Governance is an important issue that is no exception for Indonesia affected by the world crisis (Muda et al., 2018). Good Corporate Governance appears to be a solution to agency problems. Agency problems arise in the relationship between capital owners and managers (Jensen and Meckling, 1976). The corporate governance mechanism of a firm can be measured by various methods such as the size of the board of commissioners, board of directors, independent commissioners, institutional ownership, managerial ownership, and others. Waseem et al (2011) examined the relationship between firm size and Good Corporate Governance showing a positive and significant influence. Larger companies are considered capable of implementing better corporate governance. Effective Good Corporate Governance systems in a firm can minimize abuse of authority by management and focus more on improving firm performance (OECD, 2004). The statement is in accordance with the results of several studies conducted on the effect of GCG mechanisms on firm performance. Research conducted by (Mashitoh and Irma, 2013 ; Ahmed and Hamdan, 2015; Manafi et al., 2015; Kurniaty et al., 2018) concluded that Good Corporate Governance can improve financial performance. In addition to the Corporate governance mechanism, CSR disclosure is also possible to mediate the relationship between firm size and firm performance. CSR disclosure is also a necessity of a firm so that its relation to firm performance and firm size as part of firm characteristics cannot be avoided.

The disclosure of CSR activities is based on the theory of legitimacy which confirms that companies continue to ensure that their operations are in accordance with the rules and norms that apply in society (Deegan, 2002). Razak and Mustapha (2013) argue that corporate social responsibility (CSR) has emerged as an important factor to deliver success in business today. Large-scale companies (Large Firm) are also expected to have large social responsibilities as well. Larger companies have various advantages compared to smaller companies (Orlitzky, 2016). Accordingly, Nawaiseh (2015) in his research stated that firm size has a positive influence on disclosure of social responsibility.

CSR also attracts positive responses from stakeholders. Stakeholders assume that the current business role is not limited to profits but also includes elements of corporate social responsibility (Mahoney and Roberts, 2007). Therefore the disclosure of a firm's responsibility has an impact on the financial performance of a firm. Research that mentions the influence of Corporate Social Responsibility activities on firm performance has also been widely carried out including by Saleh (2011) in his research on the effect of CSR activities on firm performance providing empirical evidence that the application of CSR has a significant positive effect on financial performance. Ghelli (2013) corroborates the results of the study by finding empirical evidence that CSR can improve financial performance even found that financial performance also affects CSR.

Corporate Social Responsibility cannot be separated from the role of GCG. Good governance mechanisms in companies can be a supporting infrastructure for CSR practices and disclosures (Murwaningsari, 2012). In addition, the existence of Good Corporate Governance mechanisms can reduce asymmetric information. If asymmetric information can be handled, it will avoid the occurrence of adverse selection or moral hazard which is a consequence of companies that do not practice and disclose CSR (Klapper and Inessa, 2002).Murwaningsari (2012) conducted research on 126 companies in the Capital Market Reference Center (PRPM) which showed that Good Corporate Governance observed through managerial and institutional ownership, had an

influence on the disclosure of corporate social responsibility. The firm's desire to be able to go Concern and avoid information asymmetry makes these two things closely related. The mechanism of GCG and CSR activities is not an integration of several integral parts, but is a continum (unity) (Murwaningsari, 2012).
The existence of the relationship between firm size, Good Corporate Governance, CSR, and firm performance motivates researchers to use these two variables in mediating the relationship between firm size and firm financial performance. This research puts firm size into a single independent variable in order to test the direct effect on firm performance and is mediated by GCG and CSR. The sample used in this study is manufacturing companies listed on the Indonesia Stock Exchange. The manufacturing sector is the sector that has highest number of issuers on the Indonesia Stock Exchange and has the most varied sector so that conducting research in the manufacturing sector can describe the condition of public companies in Indonesia. The remainder of this paper is structured as follows. Section 2 develops the research hypotheses. Section 3 describes the sample and variables. Section 4 specifies the empirical result. Section 5 summarizes the paper and presents concluding remarks.

Literature Review and Hypothesis Development

Firm Size and Firm Performance

The firm size is expressed in total assets, sales, and number of workers. The greater the total assets, sales, and number of workers, the greater the size of the firm (Waseem et al 2011). Of the three variables, the value of assets is more stable compared to the number of workers and sales in the measurement of company size. Waseem et al, (2011) argues that firm size can determine the firm ability to obtain external parties funding. Large firms are believed to have a high level of efficiency and lower financial leverage. Ease of getting funding will increase firm capital. Firms that have large capital are considered to have good performance and good future prospects (Purnomosidi et al, 2014). However, research conducted by Fachrudin (2011); Niresh and Velnampy (2014) stated the opposite. Firm size had no effect on firm performance. From the explanation above, we propose the following hypothesis:

H1: Firm size is positively related to firm size

Firm Size and Good Corporate Gorvenance Mechanism

Klapper and Love (2002) suggest two alternative views related to the relationship between firm size and the Good Corporate Gorvenance mechanism. The first view is that larger firms tend to have more complex agency problems so that a more stringent Good Corporate Gorvenance mechanism is needed. The second view is that firms with smaller scale tend to have better growth opportunities so that more external funding is needed. The need for more external funds can only be achieved if smaller-scale companies have good mechanisms for implementing Good Corporate Gorvenance. Waseem et al., (2011) stated in his research that firm size has a positive effect on the GCG mechanism. Firms with a larger size tend to be a public concern than firms with small scale. This encourages firms with a larger scale to implement better Good Corporate Gorvenance. Based on the information above, the following hypotheses can be developed:

H2: Ukuran perusahaan Berpengaruh Positif Terhadap Mekanisme GCG

Firm Size and Corporate Social Responsibility Disclosure

Legitimacy theory explains that there is a link between firm size and CSR disclosure area. The results of the study conducted by Gray et al, (1995) concluded that large firm have a lot of operational activities, thus causing greater social and environmental impacts compared to small firms. This forces large firms to disclose broader social information. Large firms also theoretically face a greater political risk to carry out social responsibility so that their existence is more recognized in the community (Sembiring 2005). In addition, large firms will also not be separated from the pressure of shareholders who pay attention to social programs made by the firm so that the disclosure of corporate social responsibility is increasing. However, different from research

conducted by Ebringa et al, (2013) which states that firm size has a negative effect on CSR. From the description above, the following hypothesis can be formulated:

H3: Firm Size Has Positive Impact On CSR Disclosures

Good Corporate Gorvenance Mechanism and Corporate Social Responsibility Disclosure

In accordance with agency theory assumptions, firm which has separated management and ownership functions are vulnerable to agency problems, where agency problems have a negative relationship with firm performance. Jensen and Meckling (1976) argue that one way to reduce agency conflict is by implementing Good Corporate Gorvenance. The better corporate governance, the more productive managers actions to improve firm performance. In the application of good corporate governance there is transparency principle. One form of transparency is the widespread disclosure of information about the firm's social responsibility.
In addition Murwaningsari (2012) argues that companies with good governance will also give a positive response to binding rules, one of which is article 74 paragraph 1 and article 66 paragraph 2 of Law No. 40 of 2007 concerning Limited Liability Companies which obliged companies to submit information regarding corporate social responsibility. Harjoto and Jo (2011) in their research showed that managerial ownership as a proxy for Good Corporate Gorvenance had a significant positive effect on CSR. But in a study conducted by Razak and Mustapha (2013) and Javed (2012) no relationship was found between GCG and CSR. From the description above, the hypothesis can be drawn as follows:

H4: GCG mechanism is positively related to CSR disclosure

Good Corporate Gorvenance Mechanism and Firm Performance

Corporate governance is a system that regulates and controls firm activities in order to improve firm performance (Shleifer and Vishny, 1997). Investors tend to avoid firm with bad predicate in corporate governance. Investors believe that firms that implement good corporate governance mechanisms have sought to reduce the risk, thereby increasing the firm's financial performance. The research by Ahmed and Hamdan (2015) provides empirical evidence that the greater size of the board of directors, the stronger incentive to manage the firm. Therefore they have the potential to influence firm performance. Good management by the board of directors will reduce agency problems. Mashitoh, (2013) found empirical evidence that the larger size of the board of commissioners will produce more objective decisions and realize effectiveness in managing the company. The decision taken is not in the interests of certain parties and managers act only in the interests of the firm's stakeholders to improve financial performance. Other research conducted by Coskun and Sayilir (2012) and Peters and Bagshaw (2014) found empirical evidence that the mechanism of GCG has no influence on financial performance. Likewise with Wardhana et al., (2017) found that GCG has no effect on stock returns. Based on the description, the hypothesis is proposed:

H5: GCG Mechanism is positively related to Firm Performance

Corporate Social Responsibility Disclosure and Firm Performance

CSR is a form of the commitment of the business community to act ethically on an ongoing basis and contribute to economic improvement, together with improving the quality of life of employees and their families as well as to improving the quality of the local community and the wider community. The sustainability of the firm will be guaranteed if the company pays attention to the social and environmental dimensions. It has become a fact of how the resistance of the surrounding community, in various places and times surfaced against the firm which is considered not to pay attention to social, economic and environmental aspects of its life. While good relations between the community and the firm will create support from the community. This support is reflected in loyal customers to the firm and employees who work optimally for the benefit of the firm, so as to improve firm performance (Saleh et al., 2011). The statement is in line with the results

of research conducted by Rajput et al., (2012); Ghelli, (2013); Ahamed et al., (2014) which states that CSR has a positive effect on financial performance. While research conducted by Aras et al. (2010) and Mwangi and Jerotich (2013) find other results that CSR has no effect on financial performance. Based on this description, the hypothesis is proposed:

H6: CSR Disclosure is positively related to firm performance

Firm Size, Firm Performance, and Corporate Social Responsibility Disclosure

Large firms have larger assets and sales, so they have a greater environmental and social impact. Therefore, larger firms will make broader social responsibility disclosures to get more social trust, so the firm's sustainability will be guaranteed (Gray et al. 1995). Large firms will also receive more attention from the market and stakeholders so they are required to pay more attention to their corporate social responsibility disclosure (Sembiring, 2005). Ghelli, (2013) argues that when firms express broad social responsibility, it will guarantee firm's sustainability. They will obtain broad support and legitimacy that is obtained from the community. The company will also get a positive assessment from the market and stakeholders. Positive assessment by the market will build consumer confidence in the firm. Consumers are more loyal and trust the firm's products or services. Customer loyalty might increase the firm's sales and profits so that the firm's performance increases as well. From the explanation above which states that company size influences CSR and CSR influences company performance, conclusions can be drawn and hypotheses are formulated as follows:

H7: Firm Size is positively related to firm performance, and CSR disclosure as intervening variable.

Firm Size, Firm Performance, and Good Corporate Gorvenance mechanism

Large firms have greater bargaining power than small firms. Large firms can obtain capital easier to improve firm operations (Waseem et al, 2011). Meilic and I Gede (2014) stated that larger firm would improve performance easier. The larger firm size will be noticed more by investors. Larger firms supported with good corporate governance are more capable to ensure that their operation is running well and properly (Wiagustini and Ni Putu 2015). Other research conducted by Roziq and Herdian (2013) also states that the application of improved governance will always increase investor confidence in investing and improving firm performance. From the explanation above which states that firm size affect firm performance, firm size affects GCG, and GCG affects firm financial performance, conclusions can be drawn and the following hypothesis is formulated.:

H8: Firm Size Has Positive Impact on Firm Performance with GCG Mechanism as Intervening Variable

Firm Size, Firm performance, Good Corporate Gorvenance mechanism, and Corporate Social Responsibility Disclosure

Bigger firm size has higher opportunity for information asymmetry, which may increase firm's Agency Cost and reduce firm performance. Large firms should be able to minimize information asymmetry by improving corporate governance. This is in line with the results of the study (Waseem et al., 2011) which states that firm size has a positive effect on good corporate governance. Firm with good governance will become public spotlight including investors who will encourage companies to expand their social responsibility disclosure (Murwaningsari, 2009). Disclosure of broader social responsibility will increase market and stakeholder confidence thereby increasing sales and facilitating corporate funding (Ahamed et al, 2014). Increased sales will increase profitability ratios as an indicator of firm performance. From the explanation above which states that firm size influences GCG, GCG influences CSR, and CSR influences firm financial performance, so the hypotheses are formulated as follows:

H9: Firm Size Has a Positive Impact on Firm Performance with GCG Mechanisms and CSR Disclosures as Mediation Variables

Methodology and Measurement

To test the hypotheses proposed in this study, we use secondary data of financial statements and annual reports attached to the Indonesia Stock Exchange (IDX). The sample in this study were 130 companies in the manufacturing sector which were listed on the Indonesia Stock Exchange in 2016 (Non-Financial) which presented a full 2016 annual report and financial report. Based on the explanation that has been described, we propose a conceptual framework as follows:

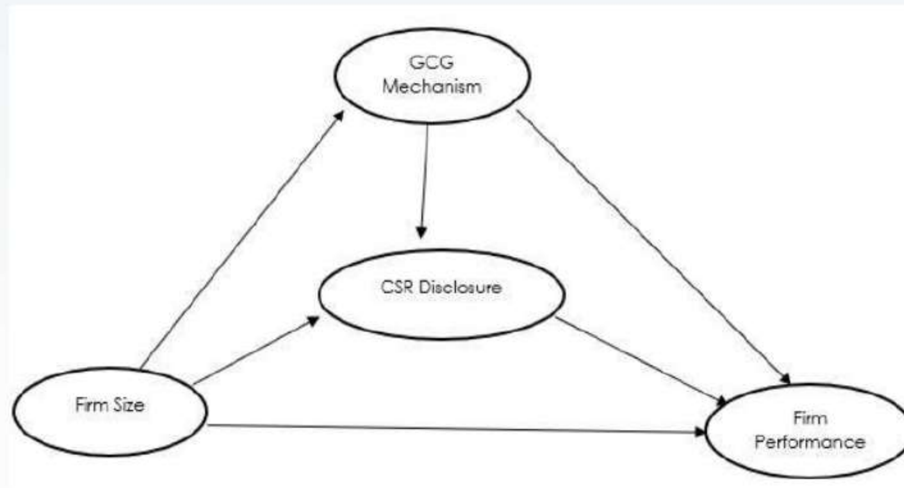

Figure 1.
Conceptual Framework

Variable Measurement

Firm Size

Firm size is measured by the natural logarithm of total sales and also the natural logarithm of the firm's total assets (Niresh and Velnampy, 2014).
$Firm\ Size = Ln\ (Total\ asset)\ or\ Ln\ (Total\ Sales)$

Firm Performance

Financial performance in this study is defined as the firm's ability to manage and control its resources (Hamid and Elvin, 2016); (Utama & Mirhard, 2016); (Harymawan et al., 2019). Widiyanti et al., (2019) states that firm performance is a measurement that shows the success of the managements in achieving their goals. Here are 2 (two) proxies of financial performance used in this study.:

$$ROA = \frac{Net\ Profit}{Total\ Asset}$$
and
$$ROE = \frac{Net\ Profit}{Total\ Equity}$$

Good Corporate Governance Mechanism

Good Corporate Governance in this study is defined as a set of regulations governing the relationship between shareholders, shareholders, creditors, the government, employees and other internal and external stakeholders relating to their rights and obligations to regulate and control the company (FCGI). The GCG mechanism variable used consists of 6 (six) proxies, such as board of commissioners size, board of directors size, the ratio of independent commissioners, the audit

committee ratio, institutional ownership, and audit quality. The number of the Board of Commissioners, measured using an indicator of the number of boards of commissioner's members of a company. Number of Board of Directors, measured using the number of the board of director's member in a company (Elvin and Hamid, 2016). Independent Board of Commissioners, measured by dividing the number of independent commissioners in the firm by the total members of the board of commissioners (Andriana and Pangabean, 2017). Audit Committee, measured by counting the number of audit committee members in the firm's annual financial statements listed in the corporate governance report (Andriana and Pangabean, 2017) Institutional Ownership, measured using the proportion of total share ownership owned by other institutions compared to the number of shares outstanding (Elvin and Hamid, 2016). Audit quality, measured using a dummy variable, ie clients audited by the big four KAP will be given a value of 1, while clients that are audited by a non-big four KAP will be given a value of 0

Corporate Social Responsibility

CSR variable in this study will be measured using Global Reporting Initiative (GRI) index. The checklist method is carried out to see the disclosure of social responsibility by the firm. Firms that disclose social responsibility items will be given a value of 1, while those who do not disclose are given a value of 0 (Sudana and Arlindania, 2011). The CSR index of each firm is obtained by summing the items rating of each firm divided by the number of performance indicator items determined by GRI. The formula used in this study is:

$$CSRD = \frac{\sum ij}{Nj}$$

CSRD : Corporate Social Responsibility Disclousure
Σij : Number of items disclosed by the firm
Nj : The number of items that should be disclosed

Result and Structural Model

In this study, we use convergent validity, composite reliability and average variance extracted (AVE) to measure reliability and assess the validity of each discriminant (Sholihin and Ratmono, 2013: 67). In the convergent validity testing, the main thing that must be met is the loading factor of each indicator must be greater than 0.70 so that it can be said as valid. If the loading factor has a value between 0.40 - 0.70, the indicator must be retested to see the effect of the indicator removal on AVE and composite reliability. The limits for each are 0.50 and 0.70 (Sholihin and Ratmono, 2013: 66-67). Table 1 below shows the results of combined cross loading between constructs.

Table 1.
Combained Loading of Construct Result

Construct	Item	Loading Factor	Category
Firm Size	Ln asset	0,951	Reliable
	Ln Sales	0,951	Reliable
	Uk. Directors	0,840	Reliable
	Uk. Commissioner	0,850	Reliable
GCG Mechanism	Audit Quality	0,502	Unreliable
	Independent Commissioner	-0,258	Unreliable
	Audit Committee	-0,334	Unreliable
	Economy	0,395	Unreliable
CSR Disclosure	Environment	0,771	Reliable
	Social	0,736	Reliable
	Product	-0,078	Unreliable
Firm Performance	ROA	0,865	Reliable
	ROE	0,865	Reliable

The results above show that not all variables have a value above the required loading factor limits.

These items include KI, KA, KIND, KOMA, EKO, PROD, each of which has a loading factor value of -0.213; 0.502; -0.258; -0.3334; 0.395; -0.078. So, these variables must be excluded before calculating AVE and Composite Reliability. The results after excluding items that do not meet the convergent validity are presented in table 2 below:

Tabel 2.
Hasil Combained Loading, AVE, dan Composite Reliability

Construct	Item	Loading Factor	AVE	Composite Reliability	Category
Uk. Perusahaan	Ln asset	0,951	0,951	0,949	Reliable
	Ln Sales	0,951			Reliable
Mekanisme GCG	Uk. Directors	0,840	0,904	0,900	Reliable
	Uk. Commissioners	0,850			Reliable
Pengungkapan CSR	Environment	0,771	0,570	0,769	Reliable
	Social	0,736			Reliable
Kinerja Perusahaan	ROA	0,865	0,865	0,856	Reliable
	ROE	0,865			Reliable

Based on the results above, all the variables listed have met the provisions of validity and reliability. The composite reliability value of the four variables in sequence is 0.949; 0,900; 0.919; 0.769 and 0.856. While the AVE value of each variable in sequence is 0.951; 0.904; 0.570; 0.865. Thus, we conclude that composite reliability and discriminants validity are acceptable.

Hypothesis Testing

In this study, we use structural equation modeling (SEM) in developing conceptual frameworks and evaluating hypotheses. In addition, we use the WarpPLS application version 6.0 for windows to do the analysis.Mainly the researcher looks at the direct effect of company size on firm performance before the inclusion of mediation variables. The results obtained are as follows:

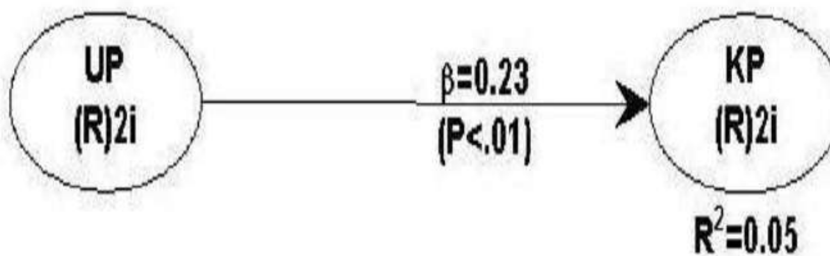

Figure 2.
Direct Effect

The figure shows that the direct effect between firm size (UP) on firm performance (KP) is positive and significant with a coefficient value of 0.23 and p value <0.01, meaning that hypothesis 1 is accepted. Furthermore, researchers used the full model by entering two mediating variables, namely the GCG mechanism and CSR disclosure, the processed results are as follows:

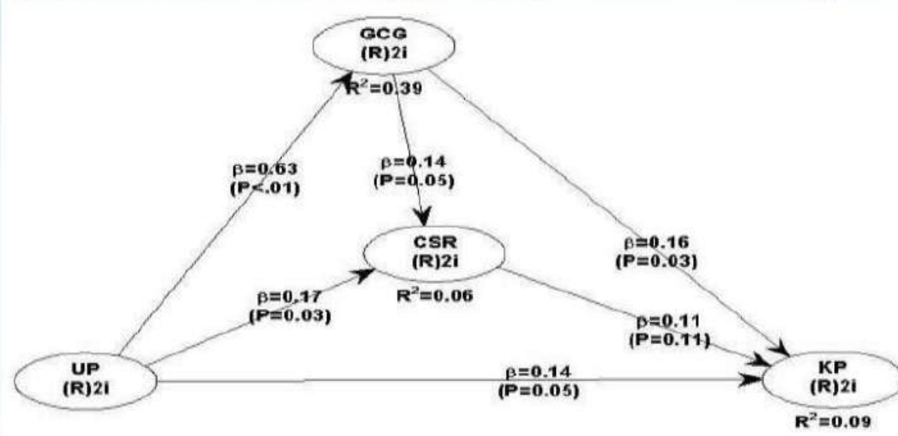

Figure 3.
Full Model indirect Effect

From these pictures conclusions can be drawn as set out in the following table:

Table 3.
Structural Model Result

Full Models								
Variabel	Path to				Path to			
	GCG		KP		CSR		KP	
	ß	P value	ß	P value	ß	P value	ß	P value
UP	0,63	(<0,01)	0,14	(0,05)	0,17	(0,03)	0,14	(0,05)
GCG			0,16	(0,03)	0,14	(0,05)		
CSR							0,11	(0,11)
R^2	0,392		0,086		0,062		0,086	

Based on the table we have some information that can determine whether the hypotheses proposed in this study are accepted or rejected

Hypothesis 2 is accepted, that Firm Size (UP) has a positive effect on the GCG mechanism with a value of ß = 0.63 and p value <0.01

Hypothesis 3 is accepted, that Firm Size (UP) has a positive effect on CSR Disclosures with ß = 0.17 and p value = 0.03.

Hypothesis 4 is accepted, that the GCG mechanism has a positive influence on CSR Disclosures with ß = 0.14 and p value = 0.05

Hypothesis 5 is accepted, that the GCG mechanism has a positive effect on Firm Performance (KP) with a value of ß = 0.16 and p value = 0.03

Hypothesis 6 is rejected, that CSR disclosure has no effect on Firm Performance (KP) with a value of ß = 0.11 and p value = 0.11

Hypothesis 7 is accepted, that the indirect effect of UP to KP by mediating Good Corporate Gorvenance (GCG) shows a significant indirect effect of Path Coeffisients and p-values from UP to GCG of 0.63 and <0.01 while Path Coeffisients and the p-values from GCG to KP were 0.16 and 0.03. This is supported by the P values of indirect effects for the path segments with 2 segments showing a significant influence from UP to KP of 0.090 (significance 0.1) also based on the VAF calculation in table 4.15 it can be stated that the GCG mechanism mediates some of the influence between company size on company performance because VAF value of 0.304 or 30.4% which means above 20% and below 80%.

Table 4.
P values of indirect effect for path with 2 segments

	UP	CSR	GCG	KP
UP				
CSR	0,078			
GCG				
KP	0,090*		0,407	

Based on the VAF calculation in table 4, it can be stated that the GCG mechanism mediates some of the influence between company size on company performance because the VAF value is 0.304 or 30.4% which means above 20% and below 80%.

Table 5.
VAF Calculation of Hypothesis 7

Indirect Effect	0,63 x 0,16 = 0,018
Direct Effect	0,23
Total Effect	0,3308
VAF (Indirect Effect / Total Effect)	0,3308 / 0,1008 = 0,304

Hypothesis 8 is rejected. The indirect effect of UP to KP by mediating CSR Disclosure shows the insignificant indirect effect of Path Coeffisients and p-values from UP to CSR of 0.17 and 0.03 while Path Coeffisients and p-values of CSR to KP by 0.11 and 0.11.

Hypothesis 9 is rejected. The direct effect from UP to KP shows a significant effect of 0.23 with a p value of 0.01. After puting GCG and CSR variables into the model to identify indirect effects, namely UP to GCG, GCG to CSR, CSR to KP. The indirect effect with the path is not significant because the CSR path to the KP Path coefficients and p values are 0.11 and 0.11 (p> 0.1). This is supported by the P values of indirect effects for paths with 3 segments showing no significant effect that is equal to 0.429. Therefore hypothesis 9 is rejected.

Conclusion

In this study, we examine the relationship between firm size and firm performance by including two intervening variables, namely the GCG mechanism and CSR Disclosure. The results showed that firm size had a positive effect on the mechanism of GCG and CSR Disclosure. Firm size and GCG mechanism also have a positive effect on company performance, while CSR disclosure has no effect on firm performance. GCG mechanism influences CSR disclosure. This study also proves that the mechanism of GCG can mediate the influence of firm size on firm performance. This study also shows that CSR disclosure cannot mediate the effect of firm size on performance, therefore GCG mechanism and CSR disclosure simultaneously cannot mediate the effect of firm size on firm performance. This study has several limitations. First, there are invalid indicators in the GCG mechanism variables, namely independent commissioners (KOMIND), audit committees (KOMA), audit quality (KA), institutional ownership (KI). Other invalid indicators are CSR disclosure indicators namely Product dimension (PROD) and Economic dimension (EKO). Second, not all manufacturing companies listed on the Indonesian stock exchange are research samples, there are 13 companies that do not meet the criteria. Finally, we hope this research can be useful for employees, policy makers, researchers, and practitioners, and can be a reference for future research.

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