

ABSTRACT

This study aims to examine the influence of executive gender diversity, executive compensation, and board of commissioners' independence on the performance of companies listed on the Indonesia Stock Exchange between 2020 and 2022. The research is grounded in agency theory and resource theories to formulate testable hypotheses and derive empirical findings from the testing. The variables analyzed involve company performance measures, specifically Tobin's Q, in relation to executive gender diversity, executive compensation, and board of commissioners' independence.

The population for this study comprises non-financial companies listed on the Indonesia Stock Exchange during the period from 2020 to 2022. Purposive sampling was used, resulting in 111 research samples over three consecutive years (2020-2022). The analytical method employed is ordinary least squares (OLS).

The research findings indicate that the presence of female executives and the independence of the board of commissioners positively and significantly influence the efficiency of companies in Indonesia, as measured by the Tobin's Q indicator. Meanwhile, cash executive compensation shows a negative and significant correlation with Tobin's Q. Other findings suggest that non-cash executive compensation does not have a significant correlation with Tobin's Q.

Keywords: gender diversity, executive compensation, board independence, and company performance.