

## TABLE OF CONTENTS

TITLE PAGE.....	i
THESIS APPROVAL.....	ii
THESIS EXAMINATION APPROVAL.....	iii
DECLARATION OF ORIGINALITY .....	iii
MOTTO AND DEDICATION.....	v
ABSTRACT .....	vi
ABSTRAK .....	vii
ACKNOWLEDGEMENT .....	viii
TABLE OF CONTENTS.....	xi
LIST OF TABLES.....	xiv
LIST OF FIGURES .....	xv
LIST OF APPENDIXES.....	xvi
CHAPTER I .....	1
1.1 Research Background.....	1
1.2 Formulation of the problem.....	11
1.3 Objectives and contributions of research .....	13
1.3.1 Research Objectives.....	13
1.3.2 Research Contributions .....	13
1.4 Structure of Thesis .....	15
CHAPTER II.....	17
2.1 Underlying Theories.....	17
2.1.1 Stakeholders Theory.....	17
2.1.2 Agency Theory .....	19
2.1.3 Ethical commitment and company’s ethical commitments.....	21
2.1.3.1 Ethical value .....	22
2.1.3.2 Code of ethics .....	23
2.1.3.3 Promoting Ethics.....	24
2.1.3.4 Whistleblowing policy .....	24
2.1.3.5 Sustainability practices.....	25

2.1.3.6 Ethics committee .....	26
2.1.4 Financial performance .....	27
2.1.5 Ownership Structure.....	29
2.1.6 Firm Size .....	30
2.1.7 Financial Leverage .....	31
2.1.8 Market Capitalization .....	32
2.1.9 Industries .....	33
2.2 Previous Researches .....	34
2.3 Theoretical Framework .....	39
2.4 Hypotheses Development .....	41
2.4.1 The effect of the company’s ethical commitments on Financial performance.....	41
2.4.2 The moderation effect of ownership structure on the relationship between company’s ethical commitments and financial performance .....	43
CHAPTER III .....	45
3.1 Research variables.....	45
3.1.1 Independent Variable .....	45
3.1.2 Dependent Variable.....	48
3.1.3 Moderating Variables .....	49
3.1.3.1 Ownership Structure .....	49
3.1.4 Control Variable.....	50
3.1.4.1 Firm Size .....	50
3.1.4.2 Financial Leverage.....	50
3.1.4.3 Market Capitalization.....	51
3.1.4.4 Industries .....	52
3.2 Population and sample.....	54
3.3 Data Types and Sources .....	55
3.4 Method of data collection .....	56
3.5 Analysis Method .....	56
3.5.1 Descriptive Statistics .....	56
3.5.2 Classic Assumption Test .....	57
3.5.2.1 Multicollinearity Test.....	57
3.5.2.2 Heteroscedasticity Test .....	58

3.5.2.3 Normality Test .....	60
3.5.3 Hypothesis Test.....	60
3.5.3.1 Simultaneous Hypothesis Test (F-test) .....	61
3.5.3.2 Coefficient of determination (R <sup>2</sup> ) .....	62
3.5.3.3 Partial Hypothesis Test (t-test) .....	62
3.5.3.4 Moderating Variable Regression Test Analysis .....	63
CHAPTER IV .....	65
4.1 Description of Research Object .....	65
4.2 Data Analysis .....	67
4.2.1 Descriptive Statistical Analysis .....	67
4.2.2 Classical Assumption Test .....	71
4.2.2.1 Multicollinearity Test.....	71
4.2.2.2 Heteroscedasticity Test .....	72
4.2.2.3 Normality Test .....	73
4.2.3 Hypotheses Testing .....	75
4.2.3.1 Simultaneous Hypothesis Test (F-test) .....	75
4.2.3.2 Coefficient of Determination (R <sup>2</sup> ) .....	76
4.2.3.3 Partial Hypothesis Test (t-test).....	77
4.2.3.4 Moderating Regression Test Analysis .....	79
4.3 Interpretation of Results .....	80
4.3.1 The effect of the company's ethical commitments on Financial performance.....	81
4.3.2 The Moderation Effect Of Company's Ethical Commitments On Financial Performance .....	82
CHAPTER V .....	86
5.1 Conclusions.....	86
5.2 Limitations.....	87
5.3 Suggestions .....	87
REFERENCES .....	89