

ABSTRAK

Penelitian ini adalah sebuah penelitian yang dilakukan di sebuah BUMN yang bergerak di bidang pertambangan di Indonesia. Tujuan dari penelitian ini adalah mengetahui sejauh mana penerapan tata kelola perusahaan (*good corporate governance*) terhadap kinerja karyawan perusahaan. Prinsip-prinsip tata kelola perusahaan yang baik didalamnya terdapat lima prinsip yaitu transparansi (*transparency*), akuntabilitas (*accountability*), responsibilitas (*responsibility*), independensi (*independency*), serta kewajaran dan kesetaraan (*fairness*).

Dalam penelitian pengukuran GCG dan pengukuran kinerja karyawan dilakukan dengan menggunakan kuesioner. Esensi penerapan prinsip-prinsip GCG adalah peningkatan kinerja yang dalam penelitian ini diukur dengan kinerja karyawan. Peningkatkan kinerja karyawan diharapkan dapat meningkatkan kinerja perusahaan secara keseluruhan. Dengan metoda statistik akan dilakukan penilaian apakah ada hubungan antar variabel yang diteliti. Oleh karenanya penelitian ini adalah jenis penelitian korelasional. Hasil penelitian ini menunjukkan adanya hubungan yang kuat antara penerapan GCG dengan kinerja perusahaan secara keseluruhan.

Kata kunci: komitmen penerapan *Good Corporate Governance* secara konsisten dan berkelanjutan, prinsip-prinsip *Good Corporate Governance*.

ABSTRACT

This study is a case study conducted in a state-owned company engaged in mining in Indonesia. The purpose of this study was to determine the extent to which the implementation of good corporate governance on the performance of the company's employees. Principles of Good Corporate Governance in which there are five principles, transparency, accountability, responsibility, independency and fairness.

In a study measuring corporate governance and employee performance measurement using questionnaires. The essence of the application of the principles of Good Corporate Governance are improved performance in this study was measured by the performance of the employees. Increasing employee performance is expected to improve overall company performance. With the statistical method will be the assessment of whether there is a relationship between the variables studied. Therefore, this study was correlational kind of research. The results of this study showed a strong relationship between the implementation of Good Corporate Governance with overall company performance.

Keywords: commitment to the implementation of good corporate governance consistently and continuously, the principles of good corporate governance (GCG).