

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh remunerasi direksi dan disparitas gaji antar direksi terhadap kinerja perusahaan dengan variabel kontrol *growth* dan *leverage*. Penelitian dilakukan pada Badan Usaha Milik Negara non jasa keuangan dan perasuransian yang terdaftar di Bursa Efek Indonesia pada periode 2015-2019. Penelitian ini menggunakan metode *purposive sampling* sehingga diperoleh 10 perusahaan dengan 50 observasi. Pengujian pada penelitian ini menggunakan *random effect model* dan analisis regresi linier berganda digunakan untuk pengujian hipotesis. Hasil dari penelitian ini menunjukkan bahwa remunerasi direksi memiliki pengaruh positif terhadap kinerja BUMN; disparitas gaji antar direksi dan *growth* tidak memiliki pengaruh terhadap kinerja BUMN; serta *leverage* memiliki pengaruh negatif terhadap kinerja BUMN.

Kata Kunci: Remunerasi, Disparitas Gaji, *Growth*, *Leverage*, Kinerja Perusahaan

## ABSTRACT

*This study aims to determine the effect of directors' remuneration and pay dispersion among directors on company performance using growth and leverage as control variables. The research was conducted at non-financial services and insurance state-owned companies listed on the Indonesia Stock Exchange in the period 2015-2019. This study uses a purposive sampling method in order to obtain 10 companies with 50 observations. Testing in this study uses a random effect model and multiple linear regression analysis is used for hypothesis testing. The results of this study indicate that the remuneration of directors has a positive effect on the performance of SOEs; pay dispersion among directors and growth did not have an impact on the performance of SOEs; and leverage has a negative effect on the performance of SOEs..*

*Keywords: Remuneration, Pay Dispersion, Growth, Leverage, Firm Performance*