

ABSTRACT

This research is meant to test the influence of the principles of Good Corporate Governance which consist of openness, accountability, responsibility, independence and fairness to the employee performance. This is a quantitative research which has been conducted by using analytic descriptive statistic method and the sample collection technique has been carried out by using non probability sampling and Purposive sampling. The data has been done by using the primary data in the form of questionnaires and 75 employees of Job Training Center in Nganjuk Regency have been selected as samples. Meanwhile, the analysis technique has been done by using multiple regressions analysis.

It has been found from the result of the reliability test shows that the independent variables which consist of openness, accountability, responsibility, independence and fairness have significant influence to employee performance. Based on the following test which has been done by using t test, it has been found that openness has influence to the employee performance, because this principal can improve the openness information about the company accurate, punctual and valid; accountability has significant influence to the employee performance, because accountability manages how company should establish an audit committee in order to strengthen internal oversight function by the commissioner; responsibility has significant influence to the employee performance, because the principles of responsibility is to regulate the fulfillment of corporate responsibility as a business entity in the community to all shareholders which includes issues which are related to realize the company as a good corporation; independence has influence to the employee performance, because independence can regulate how employees can avoid the occurrence of the unfairness domination by the shareholders; fairness has influence to the employee performance, because fairness consists of the clarity of the rights of shareholders in order to protect the interests of shareholders which includes the protection of minority shareholders from fraud.

Keywords: Openness, accountability, responsibility, independence, fairness and employee performance.

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh prinsip-prinsip *Good Corporate Governance*, yang terdiri oleh keterbukaan, akuntabilitas, pertanggungjawaban, kemandirian dan kewajaran terhadap kinerja pegawai. Jenis penelitian ini adalah kuantitatif menggunakan metode statistik deskriptif analitis dan menggunakan teknik pengambilan sampel *non probability sampling* dan *Purposive sampling*. Data yang digunakan dalam penelitian adalah data primer berupa kuesioner dengan sampel yang diambil 75 pegawai Balai Latihan Kerja Kabupaten Nganjuk. Sedangkan teknik analisis yang digunakan adalah analisis regresi berganda.

Berdasarkan hasil uji kelayakan model diketahui bahwa variabel bebas yang terdiri dari keterbukaan, akuntabilitas, pertanggungjawaban, kemandirian dan kewajaran mempunyai pengaruh yang signifikan terhadap kinerja pegawai. Berdasarkan pengujian berikutnya dengan menggunakan Uji t diketahui bahwa variabel keterbukaan berpengaruh terhadap kinerja pegawai, karena prinsip ini dapat meningkatkan keterbukaan informasi mengenai perusahaan secara teratur dan tepat waktu serta benar, akuntabilitas berpengaruh terhadap kinerja pegawai, karena akuntabilitas mengatur bagaimana sebaiknya perusahaan membentuk komite audit untuk memperkuat fungsi pengawasan intern oleh komisaris, pertanggungjawaban berpengaruh terhadap kinerja pegawai, karena prinsip pertanggungjawaban mengatur pemenuhan tanggung jawab perusahaan sebagai entitas bisnis dalam masyarakat kepada seluruh *stakeholders* yang mencakup hal-hal yang terkait untuk mewujudkan perusahaan sebagai perusahaan yang baik, kemandirian berpengaruh terhadap kinerja pegawai, karena kemandirian dapat mengatur tentang bagaimana pegawai mampu menghindari terjadinya dominasi yang tidak wajar oleh *stakeholders*, kewajaran berpengaruh terhadap kinerja pegawai, karena kewajaran meliputi kejelasan hak-hak pemegang saham untuk melindungi kepentingan pemegang saham, termasuk perlindungan terhadap pemegang saham minoritas dari kecurangan.

Kata Kunci : keterbukaan, akuntabilitas, pertanggungjawaban, kemandirian, kewajaran dan kinerja pegawai