

**BUKTI CORRESPONDING AUTHOR**  
**NUR FADJRIH ASYIK** *Email:* [nurfadjrih@stiesia.ac.id](mailto:nurfadjrih@stiesia.ac.id)  
**Journal Cogent Business and Management**  
**The Impact of a Male CEO's Facial Masculinity on Leverage**

**1. SUBMITTED ARTIKEL (17 Agustus 2022) Bukti dari sistem**

**Taylor & Francis Group**  
an informa business

SUBMISSION	TITLE	JOURNAL	STATUS	CHARGES
228530290	The Impact of a Male CEO's Facial...	Cogent Business & Management	Decision Pending	Paid

**SUBMISSION** ✓

- 17 August 2022 Submission Created
- 17 August 2022 Submission Incomplete
- 17 August 2022 Manuscript Submitted
- 17 August 2022 With Journal Administrator

**Bukti klarifikasi dari email**

**Gmail** oabm-peerreview@journals.tandf.co.uk

Submission received for Cogent Business & Management (Submission ID: 228530290)

**rpsupport@tandf.co.uk** kepada saya

Dear Nur Fadjrih Asyik,

Thank you for your submission.

Submission ID	228530290
Manuscript Title	The Impact of a Male CEO's Facial Masculinity on Leverage
Journal	Cogent Business & Management

Article Publishing Charge USD \$1235.00 (plus VAT or other local taxes where applicable in your country)

*\*APC only payable if your article is accepted*

You can check the progress of your submission, and make any requested revisions, on the [Author Portal](#).

Thank you for submitting your work to our journal.  
If you have any queries, please get in touch with [OABM-peerreview@journals.tandf.co.uk](mailto:OABM-peerreview@journals.tandf.co.uk).

For any queries relating to your APC, please get in touch with [APC@tandf.co.uk](mailto:APC@tandf.co.uk)

Kind Regards,  
Cogent Business & Management Editorial Office

Taylor & Francis is a trading name of Informa UK Limited, registered in England under no. 1072954.  
Registered office: 5 Howick Place, London, SW1P 1W.

Berkas yang disubmit 17 Agustus 2022

# The Impact of a Male CEO's Facial Masculinity on Leverage

Nur Fadjrih Asyik<sup>1\*</sup>, Muchlis<sup>2\*</sup>, Ikhsan Budi Riharjo<sup>3\*</sup>, Rusdiyanto<sup>4\*</sup>

<sup>1,3</sup>Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia

<sup>2</sup>Muhammadiyah University, Surabaya, Jl. Raya Sutorejo No.59, Sutorejo Hamlet, Mulyorejo District, Surabaya City, East Java 60113, Indonesia

<sup>4</sup>Universitas Airlangga Indonesia, Jl. Airlangga No.4, Airlangga, Gubeng, Surabaya, East Java 60286 Indonesia

*Corresponding Author:* [nurfadjrih@stiesia.ac.id](mailto:nurfadjrih@stiesia.ac.id)

## ABSTRACT

**Purpose:** The purpose of this study is to obtain empirical proof of the influence of male CEOs' facial masculinity on leverage, to identify the influence of male CEOs' facial masculinity on leverage, and to find evidence that the influence of male facial masculinity variables on leverage variables is consistent.

**Design/Methodology/Approach:** The study used a quantitative method with population and research samples taken from companies listed on the Indonesia Stock Exchange from 2014 to 2018. The study analyzed data from the Indonesia Stock Exchange website and company websites, as well as Google searches, to collect figures of faces identified as male CEOs from 2016 to 2021. The Stata version 14.2 software is one of the regression completion processes with a high degree of flexibility in research that connects theories to data on variables.

**Funding:** The findings suggest that the higher the value of male CEOs' facial masculinity, the greater the effect on reducing corporate leverage, and vice versa, the lower the value of male CEOs' facial masculinity, the greater the impact on increasing corporate leverage value.

**Research implications:** The practical implications of this study can help the Indonesian Association of Accountants in developing accounting in Indonesia. As for the policy implications of this study, it could provide empirical evidence that male CEOs' masculinity undermines corporate leverage.

**Originality/value:** To date, researchers in Indonesia have not identified significant research on the topic of masculinity of male CEOs in relation with leverage, or the characteristic role of male CEOs in influencing leverage policy. This study contrasts previous findings of a study, that was conducted in the United States from 1993 to 2008.

**Keywords:** CEO Male, fWHR, Masculinity, leverage, Stata

**JEL Classification:** G02, G32, G34, M1, Z1

## 1. INTRODUCTION

In Agency Theory (Jensen & Meckling, 1976) address the correlation between shareholders and the characteristics of male CEOs as agents. Shareholders are using a male CEO as an agent to carry out the tasks and interests of the shareholders, including transferring decision-making power from shareholders to male CEOs as agents (Mahiswari & Nugroho, 2014). In companies listed on the Indonesia Stock Exchange whose capital consists of stocks, shareholders function as principal while the characteristics of male CEOs act as an agent. Meanwhile, the theory of behavioral consistency

---

<sup>1\*</sup> Corresponding Author : [nurfadjrih@stiesia.ac.id](mailto:nurfadjrih@stiesia.ac.id)

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia, Scopus ID: 57211293999.

ORCID: <https://orcid.org/0000-0002-6060-7117>

<sup>2\*</sup> Author : [muchlis@fe.um-surabaya.ac.id](mailto:muchlis@fe.um-surabaya.ac.id)

Associate Professor of accounting and lecturer of Faculty of Economics and Business, Muhammadiyah University, Surabaya, Jl. Raya Sutorejo No.59, Sutorejo Hamlet, Mulyorejo District, Surabaya City, East Java 60113, Indonesia.

<sup>3\*</sup> Author :

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia, Scopus ID: 57218955233.

<sup>4\*</sup> Author : [rusdiyanto.se.m.ak-2017@feb.unair.ac.id](mailto:rusdiyanto.se.m.ak-2017@feb.unair.ac.id)

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Universitas Airlangga Indonesia, Jl. Airlangga No.4, Airlangga, Gubeng, Surabaya, East Java 60286 Indonesia. Scopus ID: 57238673100. ORCID: <https://orcid.org/0000-0002-7456-7072>

(Epstein, 1979) suggests that the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and social status impacts leverage. Based on the characteristic role of male CEOs in decision-making, structuring and building leverage policies, substantial research on the function of male CEOs' features in various corporate strategic decisions has been conducted. This study compares previous research conducted in the USA (Kamiya et al., 2018) explaining that male CEOs' facial masculinity has a positive effect on corporate leverage, whereas agency theory (Jensen & Meckling, 1976) describes that male CEOs' characteristics affect policy and leverage determination. Male CEOs as company managers have more access to data about the company's current situation and future prospects than shareholders do, enabling the findings provide empirical evidence in the field of accounting for behavior.

The facial masculinity is a concept of male aggression that has implications for aggressive nature, has a tough character, and tends to be emotional when performing acts (Jewitt, 1997). The facial masculinity of male CEOs was related to testosterone, aggressiveness, while social status affects leverage (Kamiya et al., 2018). Factors affecting a male CEO's performance in managing a company can be found in the facial masculinity (Tanjaya & Santoso, 2020). According to (Kamiya et al., (2018), male CEOs with masculine looks have traits that affect the company's management process. The facial masculinity is a personal trait that a person is born with. The facial masculinity that occurs in men predicts masculine behavior habits and is connected with aggressive behavior, according to (Kamiya et al., (2018) in the neuroendocrinology literature. High level of male CEO masculinity is associated with more aggressive management (Tanjaya & Santoso, 2020). Leverage is boosted by the masculine appearance of male CEOs. According to (Kamiya et al., (2018), financing decisions are based on leverage. A company's liabilities might grow as a result of high leverage (Hamada, 1972; Kamiya et al., 2018). Characteristics of male CEOs affect leverage (Cronqvist et al., 2012; Huang et al., 2013; Malmendier et al, 2011; Chava et al., 2010).

According to (Bertrand & Schoar, 2003), the characteristics of male CEOs affect the company's decision-making process. Male CEOs have a confident attitude and usually decide the company's leverage policy. The excessive confidence of male CEOs' masculinity often does leverage. (Graham, Harvey, dan Puri, 2013; Kamiya et al., 2018; Malmendier & Tate, 2005), Acquisition (Doukas & Petmezas, 2007; Kim, 2013; Kamiya et al., 2018), Innovation (Hirshleifer, Low, & Teoh, 2012; Kamiya et al., 2018)

Leverage is positively affected by male CEO characteristics (Kamiya et al., 2018; Gomulya, Wong, Ormiston, & Boeker, 2017; Jia et al., 2014) According to neuroendocrinology research, a man's face affects his aggressive behavior. While (Carré & McCormick, 2008; Christiansen & Winkler, 1992) explain that the a male's facial masculinity influences a person's aggressive behavior. Campbell., et al (2011) argue how facial masculinity affects men's behavior, while (Wong et al., 2011) explain that male CEOs have such a tendency to negotiate for personal gain. Thus, (Stirrat & Perrett, 2010) explain that men with a manly face are considered to be trustworthy. Therefore, (Kamiya et al., 2018; Kamiya, & Park, 2017; Wong et al., 2011) provide empirical evidence that the characteristics of male CEOs with a higher facial masculinity show better work performance than male CEOs with such a lower facial masculinity. Leverage is influenced by the facial masculinity of male CEOs (Kamiya et al., 2018).

This research proposes clear and focused limitations. This study emphasizes on the importance of male CEOs' masculinity as a root cause of leverage, and this is restricted to companies listed on the Indonesia Stock Exchange between 2016 to 2021. The research focuses on the facial structure of male CEOs' masculinity, leverage, size, and profitability (ROA). ImageJ software was used to measure subjective masculinity facial variables of a male CEOs.

## **2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT**

### **2.1 Agency Theory**

Agency theory is defined as a consequence of the differentiation of control characteristics of male CEOs as agents having direct access to company information data as compared to shareholders. The relationship between the characteristics of a male CEOs as an agent and shareholders delegating authority to the characteristics of a male CEO as an agent to manage the company is explained in

(Jensen & Meckling, 1976). A male CEO's as an agent should have the same objective as shareholders do, which is to improve the company through shareholder prosperity, but male CEOs as agents may have their own thoughts that are contrary to what shareholders think (Mayangsari, 2001). As a conclusion, agency theory offers an important solution to male CEOs' decision-making characteristics in the face of corporate leverage.

Jensen & Meckling, (1976) define agency costs in three categories: monitoring, bonding, and residual. Eisenhardt, (1989) The agency theory consists of three human nature assumptions, namely: (1) humans are generally selfish, (2) humans have limited thinking power in terms of future perceptions, and (3) humans avoid risk at all costs. From the concept of human nature, it can be seen that the usual role of male CEOs affects the company's leverage.

## 2.2 Behavior Consistency Theory

Epstein, (1979) explains that the facial masculinity of male CEOs correlates with testosterone, aggressive, and social status affects leverage, seen from the perspective of behavioral consistency theory. He also discusses how behavioral consistency could be used to predict a majority of people within a given time span. The theory of behavioral consistency is assumed to be the opinion of a person's ability to affect issues that trigger emotions to emerge; consistency of behavior can be shown as a particularly selected subject; consistency of behavior is described in the study with the title: "The Stability of Behaviour: I. Predicting Most of the People Much the Time".

## 2.3 Face, Testosterone, and Behavior

Previous research has provided empirical evidence of a link between testosterone and masculine behavior. A CEO's face may be the basis for male facial linkages to topics in this study. (Jia et al., 2014) explains that a man's face can predict masculine behavior. Based on laboratory evidence, (Carré & McCormick, 2008; Christiansen & Winkler, 1992) claim that a man's face predicts aggressive traits. Men's faces affect masculine behavior (Eisenegger, Naef, Snozzi, Heinrichs, & Fehr, 2010; Jia et al., 2014). Jia et al., (2014) explain that the relationship between testosterone and male CEOs' behavior affects the brain both before birth and during growth. A group of nerve cells plays a role in the processing of memories and emotional reactions as mediators between testosterone in brain regions to evaluate social interactions (Bos et al., 2012; Jia et al., 2014).

Testosterone regulates adolescent spurt (Johnston et al., 2001). Adolescents' development is affected by testosterone (Verdonck et al., 1999; Jia et al., 2014). Previous research indicates that male and female growth differs in the bizygomatic (the area between the left and right cheeks), however, there is no difference in the growth period for upper facial height (Jia et al., 2014). The findings provide empirical evidence that testosterone does affect the development of the male face (Folstad & Karter, 1992). Meanwhile, according to (Jia et al., 2014; Alrajih & Ward, 2014) men's looks affect masculine behavior during their growth. Further, the findings of (Lefevre et al., (2013) provide empirical evidence that there is indeed a connection between testosterone and the ratio of male facial width. Some other studies suggest that the ratio of a man's face width to testosterone has a beneficial link. In addition, testosterone has a positive relationship with the face, as suggested by previous research (Lefevre et al., (2013). Higher or lower testosterone in men affects the facial masculinity, according to (Jia et al., 2014; Pound, Penton-Voak, & Surridge, 2009).

## 2.4 The Masculinity Of Male CEOs And Leverage

The characteristics of male CEOs affect leverage, according to (Bertrand & Schoar 2003; Cain & McKeon, 2016; Kamiya et al., 2018). Meanwhile, (Bernile, Bhagwat, & Rau, 2015; Kamiya et al., 2018; Malmendier, Tate, & Yan, 2011) offer empirical evidence that the experience of male CEOs' characteristic affects leverage. In addition, (Kamiya et al., 2018; Kim, Kamiya, & Park, 2017) contend that Male CEOs' facial masculinity has a positive effect in leverage.

Several previous research reveal that the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, as seen through the perspective of behavioral consistency theory (Epstein, 1979). Male CEOs' masculinity has a positive impact on leverage (Kamiya et al., (2018) found out that financing decisions are primarily based on leverage policies. A company's liabilities can be improved by using high leverage. The masculinity of male CEOs has a positive effect on leverage, according to (Kamiya et al., (2018). Similarly, (Cronqvist et

al., (2012; Huang et al., 2013; Malmendier et al, 2011; Chava et al., 2010) also reveal that Male CEO characteristics have a positive effect on leverage.

## 2.5 Conceptual Framework of Research

A conceptual framework is used to explain the effect of independent variables on dependent, and control variable used in this study. The conceptual framework of this study can be seen in the figures below, which position the masculinity of male CEOs as an independent variable, leverage as a dependent variable, and size and profitability (ROA) as a control variable:

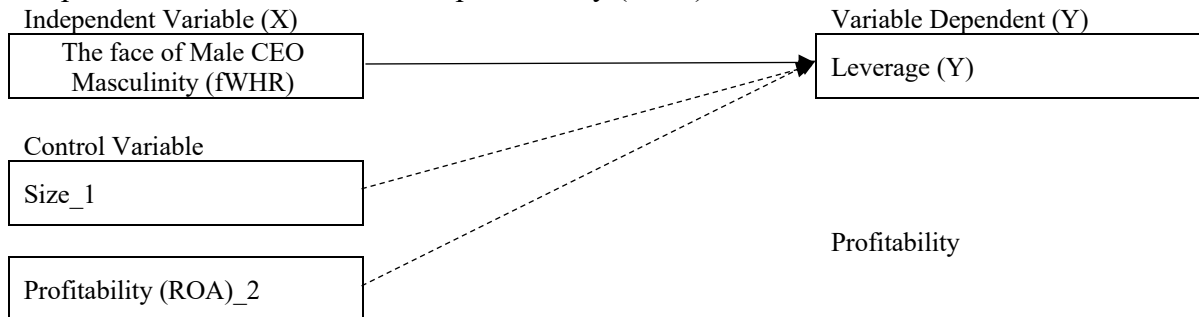


Figure 2-1: Conceptual Framework of Research

## 2.6 Research Hypothesis

The study aimed to test as well as to evaluate how the masculinity of male CEOs impacted leverage.

### The Facial Masculinity of Male CEOs Affects Leverage

According to (Jensen & Meckling, (1976), an agency relationship arises when shareholders hire male CEO characteristics as agents to provide services and then transfer the decision-making power. In practice, characteristics of male CEOs as a company manager know more about internal current information and prospects of the company than shareholders do. As a consequence, the characteristics of a male CEOs as an agent must provide information about the company's condition to shareholders, but the information conveyed by the characteristics of a male CEOs as an agent is sometimes not by the actual conditions of the company (Jensen & Meckling, (1976)

From the perspective of behavioral consistency theory (Epstein, (1979), the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and confidence influences leverage (1979). Male CEOs' masculinity has a positive influence on leverage. As suggested by (Kamiya et al., (2018), the facial masculinity of male CEOs has a positive effect on leverage. Meanwhile, (Cronqvist et al.,2012; Huang et al., 2013; Malmendier et al, 2011) provide empirical evidence that male CEO characteristics have a positive effect on leverage. According to (Chava et al., (2010) the characteristics of male CEOs are connected with leverage. By combining all the above arguments, the following hypothesis is proposed in this study:

*H<sub>1</sub>: The Facial Masculinity of Male CEOs Positively Affects Leverage*

## 3. Research Methods

### 3.1 Types and Approaches to Research

This research uses a quantitative approach to give meaning to the interpretation of statistical figures (Aliyyah, Siswomihardjo, et al., 2021; Prasetio et al., 2021). The research aimed to provide empirical evidence of the effect of male CEO masculinity on leverage. Explanatory research is used in the design process (Endarto, Taufiqurrahman, Kurniawan, et al., 2021; Indrawati et al., 2021). Companies listed on the Indonesia Stock Exchange from 2014 to 2018 were used in the population and research samples. The researchers collected data from the Indonesia Stock Exchange website and company websites, as well as Google searches, to obtain figures of faces identified as male CEOs within a period between 2014 and 2018. Ordinary least square regression (OLS) with Stata Software version 14.2 was used to analyze the data in this study. One of the regression completion procedures, Stata version 14.2, has a high degree of flexibility in research that connects theories, concepts, and data that can be done on variables in research..

### 3.2 .Operational Definition and Measurement

Male CEOs' masculinity is the independent variable, leverage is the dependent variable, and the variable of size and profitability (ROA) is the control variable.

#### 3.2.1 Variable Independent (fWHR)

Independent variable is a variable that can affect other variables (Abadi et al., 2021; Aliyyah, Prasetyo, et al., 2021) This study used male CEO masculinity facial variables as the independent variable. The facial masculinity is a concept of masculine behavior that exists in men having implications on aggressive behavior, having a tough character, having a tendency to be emotional in carrying out their actions (Jewitt, 1997). ImageJ software was used to measure male CEOs' facial masculinity variables, this study changed the male CEO's face figure to a gray-scale figure with a height of 8 bits (Kamiya et al., 2018).

For the face of each male CEO inside the ImageJ software, the researchers selected a location in the face figure and dragged the mouse to another location to measure the distance, the vertical line size represents the distance between the upper lip and the highest point of the eyelid. The horizontal line represents the maximum distance between the left and right cheeks, while the vertical line represents the minimum length (Kamiya et al., (2018). Therefore, the study independently provided photo quality scores from zero to three based on the following guidelines:

0: Poor posture in which (1) only one ear is visible due to the person's sideways posture; or (2) the photographer photographed the face figure from below or above, causing face height measurement problematic.

1: One ear seems to be perfect, but because the person is facing to the side, only half of the other ear is visible.

2: The person looks straight ahead and both ears are visible with roots on the face.

3: Perfect posture, with both ears clearly visible to the roots, and the person is looking straight ahead.

Based on the criteria of (Kamiya et al., 2018), the study used quality scores of two and three. The measurement scale of this study used the percentage ratio scale which can be seen in the following figure:

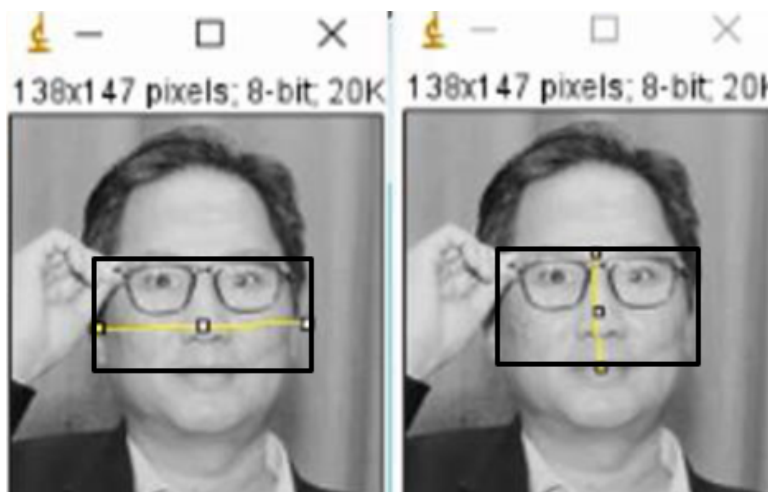


Figure 3-1: Male CEO Masculinity Face Measurements (fWHR)

Description

Horizontal line : Represents the maximum distance between the left and right cheeks.

Vertical Line : Represents the distance between the upper lip to the highest point of the eyelid

#### 3.2.2 Dependent Variable (Y)

Dependent variable is a variable whose value cannot be affected by other variables (Kalbuana, Prasetyo, et al., 2021; Kalbuana, Suryati, et al., 2021). The dependent variable in this study is leverage. Leverage illustrates the division of total liabilities by total assets. This financial ratio explains the amount of assets owned by companies financed by liabilities. The greater the value of

the liability, the bigger the impact felt by investors in receiving the profits (Kamiya et al., 2018). Leverage measurement is the result of the division of total liabilities by total assets (Kamiya et al., 2018). This research measurement scale uses a percentage ratio scale with the following formula:

$$\text{Leverage} = \frac{\text{Total Liability}}{\text{Total asset}}$$

Description:

Leverage<sub>i,t</sub> = Leverage i in the year to t  
 Total Liabilitas<sub>i,t</sub> = Total liabilities of the company i in the year to t  
 Total Assets<sub>t</sub> = Total assets of the company i in the year to t

### 3.2.3 Control Variable (K)

Control variable is a variable used to control causal relationships to better obtain a more complete and better empirical model (Kalbuana, Prasetyo, et al., 2021; Kalbuana, Suryati, et al., 2021). As a result, variables can affect the indications that are being studied. The control variable used in this study is size and profitability (ROA).

#### Size

Size is a value that can classify a company into large or small types that are sourced on total assets, and log size. Larger total asset indicates a larger the size. The larger the size, the more complete the transactions being carried out. (Luwihono et al., 2021; Prabowo et al., 2020). (Shabbir et al., 2021; Susanto et al., 2021) describe the size measurement scale using firm size with the following formula:

$$\text{SIZE} = \text{Ln total asset}$$

#### Profitability (ROA)

Profitability is a tool that can be used to evaluate if investments that have been invested by investors are able to provide profits as expected. The measurement of profitability used Return on assets (ROA) which describes the division of net profit divided by total assets (Juanamasta et al., 2019; Rusdiyanto, Agustia, et al., 2020; Rusdiyanto, Hidayat, et al., 2020). The measurement scale uses a percentage ratio scale, with the following formula:

$$\text{Return on asset} = \frac{\text{net profit}}{\text{Total asset}}$$

Description:

Return on assets<sub>t</sub> = Return on company assets i in the year to t  
 Net Profit<sub>t</sub> = Net profit of company i in the year to t  
 Total assets<sub>t</sub> = Total assets of the company i in the year to t

### 3.3 Data Analysis Techniques

Data analysis is part of the data testing process after the selection and collection stage of research data. Data analysis is interpreted as estimating or determining the magnitude of the quantitative influence of the change of an event on something else, as well as predicting or estimating other events (Sudaryanto et al., 2022; Utari, Sudaryanto, et al., 2021).

#### 3.3.1. Descriptive Statistics

Descriptive statistics are statistics that can illustrate the research object through analytical data, without doing analysis (Prasetyo, Aliyyah, Rusdiyanto, Utari, et al., 2021; Utari, Iswoyo, et al., 2021) from the data of male CEO facial masculinity variable, leverage variable, size variable, and profitability variable (ROA).

#### 3.3.2. Pearson Correlation Test

Pearson correlation testing is used to look at the relationship between an independent variable and a dependent variable by assuming the Pearson correlation of the data is normally distributed (Prasetyo, Aliyyah, Rusdiyanto, Nartasari, et al., 2021; Rusdiyanto et al., 2021). Correlation testing produces positive (+) and negative (-) numbers. If the correlation value is positive, it means that the variables move in the same direction, meaning that when the independent variable is large, the dependent variable is also getting bigger. If the value is negative, it means that the variables move in the opposite directions, meaning that if the value of the independent variable is large, then the dependent variable is getting smaller. Correlation numbers range from 0-1 (Endarto, Taufiqurrahman,

Suhartono, et al., 2021; Prasetyo, Aliyyah, Rusdiyanto, Kalbuana, et al., 2021). Pearsonr correlation formulation is as follows:

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\} \{n \sum Y^2 - (\sum Y)^2\}}}$$

Description:

- r = Correlation value
- X = Variable X
- Y = Variable Y

### 3.3.3 Research Regression Model

Regression analysis is used to find out how close the relationship between one variable and another variable is. The regression analysis has a function to predict the value of independent variable (Y) if the dependent variable (X) is changed (Prasetyo, Aliyyah, Rusdiyanto, Nartasari, et al., 2021; Rusdiyanto et al., 2021). The method used in this study was panel data regression analysis. Panel data is also called pool data, longitudinal data, and micro panel data. The panel data regression analysis was used to examine the influence of male CEOs’ facial masculinity (fWHR) on leverage (Y). Based on the independent variables and dependent variables that have been described, an equation model is obtained that will be used as follows:

The facial masculinity of male CEOs affects leverage:

$$LEV_{i,t} = \beta_0 + \beta_1 fWHR_{i,t} + \beta_2 Size_{i,t} + \beta_3 ROA_{i,t} + \varepsilon \dots\dots\dots(1)$$

To explain the model of the facial masculinity of male CEOs, variables of leverage, size, and profitability (ROA) can be explained as follows:

**Table 3-1: Variable Description**

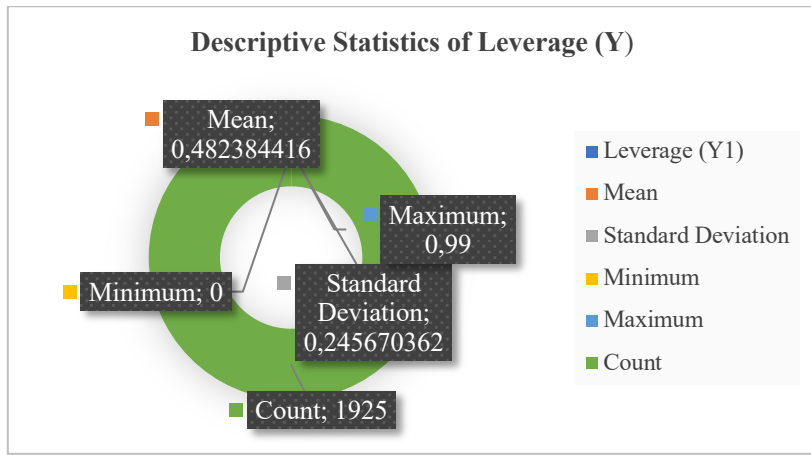
Information	Description
i	= Company cross-section data
t	= Company time-series data
fWHR	= The Facial Masculinity of a Male CEO
Size	= Company Size _1
ROA	= Profitability _2
LEV	= Leverage
α	= Constanta
β <sub>1</sub> , β <sub>2</sub> , β <sub>3</sub>	= Coefisien regresion variable LEV, fWHR, control, Size, ROA
ε	= Error

## 4. RESEARCH AND DISCUSSION RESULTS

### 4.1 Descriptive Statistics of Variables

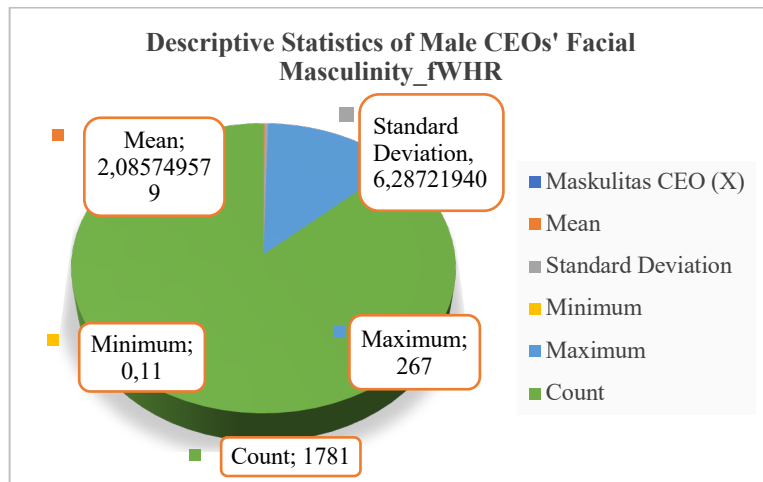
The results of descriptive statistics can be presented with minimum, maximum, mean, and standard deviation of the variables studied from the sample companies. In addition to presenting based on a sample of all companies listed on the Indonesia Stock Exchange from 2016 to 2021, the figure also shows the testing of this sample based on the company:





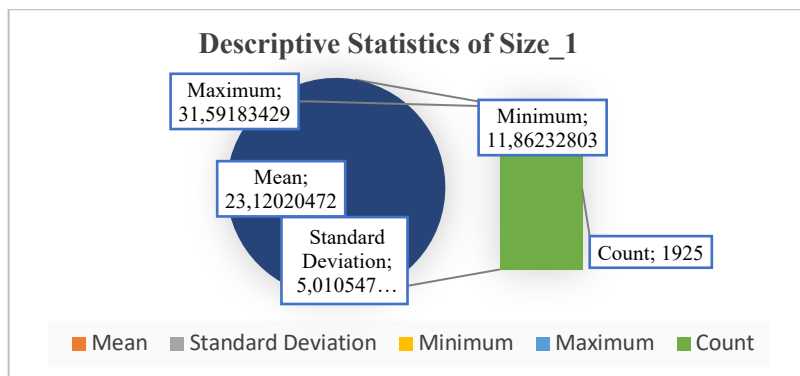
**Figure 4-1: Descriptive Statistics of Leverage\_Y1**

The output figure above shows the number of observations (N) was 1925. From these 1925 observations, the leverage value (minimum) was .0, and the leverage value (maximum) was 0.99. The average value of 1925 observations or the mean was of 0.4823844 with a standard deviation of 0.2456704.



**Figure 4-2: Descriptive Statistics of Male CEOs' Facial Masculinity\_fWHR**

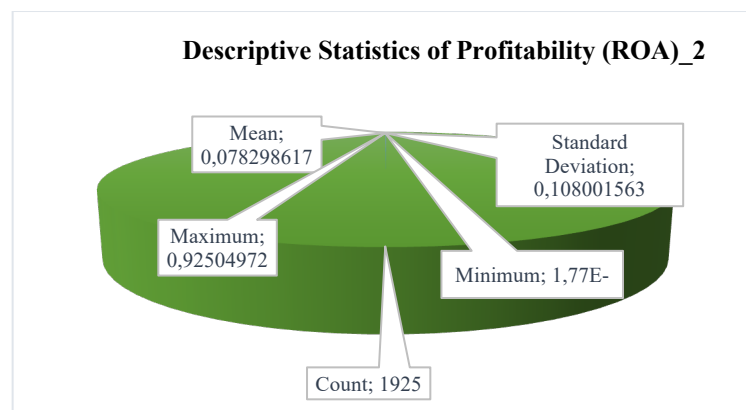
The figure above shows the number of observations (N) was 1781. From these 1781 observations, the value of male CEOs' facial masculinity (minimum) was 0.11, and the value of male CEOs' facial masculinity (maximum) was 267. The average value of 1781 observations or the mean was of 2.08575 with a standard deviation of 6.287219.



**Figure 4-3: Descriptive Statistics of Size\_1**

The figure above shows the number of observations (N) was 1925. From these 1925 observations, the size value (minimum) was 11.86233, and the size value (maximum) was 31.59183.

The average value of 1925 observations or the mean was of 23.1202 with a standard deviation of 5.010547.



**Figure 4-4: Descriptive Statistics of Profitability (ROA)\_2**

Based on the figure above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the profitability value (ROA) (minimum) was 1.77e-08, and the profitability value (ROA) (maximum) was 0.9250497. The average value of 1925 observations or the mean was of 0.0782986 with a standard deviation of 0.108001563.

#### 4.2 Pearson Correlation Test

Pearson's correlation test was done to see how strong or how weak the relationship between the facial masculinity of male CEOs and leverage. In this test, if the Pearson correlation value (r) is above 0.05 (5%), it means that there is a strong relationship between the facial masculinity of male CEOs to leverage, but if the Pearson correlation value is below 0.05 (5%), then it means that the relationship between the facial masculinity of male CEOs and leverage is said to be weak.

**Table 4-1: Pearson Correlation Test**

Variables	(1)	(2)	(3)	(4)
(1) Leverage	1.000			
(2) fWHR	0.006 (0.809)	1.000		
(3) Size_1	-0.189 (0.000)	-0.038 (0.104)	1.000	
(4) ROA_2	-0.147 (0.000)	0.001 (0.953)	-0.077 (0.001)	1.000

Variables	(1)	(2)	(3)	(4)
(1) Leverage	1.000			
(2) fWHR	0.006	1.000		
(3) Size_1	-0.189*	-0.038	1.000	
(4) ROA_2	-0.147*	0.001	-0.077*	1.000

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Based on the table above, it can be interpreted that the leverage variable, the facial masculinity of male CEOs, size, and Profitability (ROA) have a value above 0.05 (5%). Thus, it explains that all variables are declared to be valid to be used in model testing. The reliability test results above explain the value of above 0.05 (5%). This proves that all variables used are reliable and produce the same results when tested.

#### 4.3 Goodness of Fit Model Testing

Hypothesis testing in research is very important, it can determine whether the research

conducted is scientific enough or not. To find out the feasibility of the model scientifically, based on the results of three tests that have been tested Chow-test, Lagrange multiple test, and Hausman test, the model that fits the hypothesis proposed is the estimated pooled least square (PLS) model with the following output results:

**Table 4-2: Goodness of Fit Model Testing**

VARIABLES	(1)	(2)	(3)
	PLS	PLS	PLS
	Leverage	Leverage	Leverage
fWHR	0.0002** [0.000]	-0.0000 [0.000]	-0.0003** [0.000]
Size_1		-0.0090***	-0.0087*** [0.001]
ROA_2			-0.3626*** [0.070]
Constant	0.4871*** [0.006]	0.7235*** [0.027]	0.7085*** [0.027]
Observations	1,781	1,781	1,781
R-squared	0.000	0.059	0.069

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

#### 4.4 Discussion of Research Results

The probability result of Prob>F was 0,000 0.05 (5%), showing that if taken together, the value of regression coefficient is significant, which means that the facial masculinity of male CEOs affects leverage. The R<sup>2</sup> value was 0.0687, indicating that the male CEO's masculinity on the leverage had a determination level of 0.0687. This means that the facial masculinity of male CEOs can be explained by the 0.0687 of variability of leverage. The discussion of the research findings is an analysis of the suitability of previous theories, opinions, or research that has been put forward by the findings of past research to overcome phenomena in this study. The followings are the main parts that can be discussed in the analysis of the findings of this study:

##### **Findings: The Facial Masculinity of Male CEOs Negatively Affects Leverage**

The facial masculinity of the male CEOs shows that the estimated negative coefficient is not in accordance with the initial hypothesis. The results of the t<sub>-test</sub> explain that the facial masculinity of male CEOs had a negative and significant effect on leverage at the significance level of p-value 0.000 ≤ 0.05 (5%). Furthermore, regarding the magnitude of the influence of male CEOs' masculinity on leverage, it can be seen from the regression coefficient value of male CEOs' masculinity of -.0002702. This explains that when the male CEOs' facial masculinity increases by 1 percent, leverage will decrease by -.0002702.

The findings of empirical testing indicate that higher level of male CEOs' facial masculinity affect the decrease of the leverage, and vice versa, lower facial masculinity of male CEOs has an impact on the increase of leverage. Hence, the empirical findings do not support **the proposed hypothesis that the facial masculinity of male CEOs has a positive effect on leverage, the Accepted Hypothesis is (p-value 0.000 ≤ 0.01 (1%), 0.05 (5 % )**.

The initial hypothesis was submitted based on previous research findings that lead to positive result (Jia et al., 2014; Kamiya et al., 2018). The empirical findings contradict the initial hypothesis because the coefficient results of the male CEOs' facial masculinity in Indonesia and the coefficient those of the male CEOs' facial masculinity in the United States are in the opposite directions. The coefficient of determination's negative result suggests that the masculinity of Indonesia's male CEOs is in the opposite direction of the masculinity of male CEOs in the United States. The difference in the findings of these scientific investigations will have an impact on masculine behavior, influencing the masculinity of male CEOs in policy making.

The findings of this empirical study are different from the findings of previous studies (Kamiya et al., 2018). The results of a study conducted in the United States from 1993 to 2008 revealed that the facial masculinity of male CEOs has a positive effect on leverage, meaning that the higher the facial masculinity of male CEOs, the higher the leverage is, and vice versa, the lower the facial

masculinity of male CEOs, the lower the leverage is. Meanwhile, an empirical study in Indonesia for the sampling period of 2014-2018 reveals that the facial masculinity of male CEOs negatively affects the leverage, suggesting that the higher the facial masculinity of male CEOs the lower the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the higher the leverage is.

The findings are backed by a behavioral consistency theory that explains how the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, seen through the perspective of behavioral consistency theory (Epstein, 1979). While agency theory mainly is concerned with the form of agreement between shareholders in combination with the characteristics of a male CEO as an agent in managing the firm, the characteristics of a male CEO as an agent bear a significant amount of responsibility for the company's success. Shareholders hire male CEOs as agents to provide services and then delegate authority to them in decision-making, according to (Jensen & Meckling, 1976). In practice, a male CEO's characteristics as an agent as in managing the company know much more internal information and future company's prospects than shareholders do. As a consequence, the characteristics of male CEOs as agents have a responsibility to give shareholders relevant information about the company's condition

According to (Kamiya et al., 2018), higher facial masculinity of male CEOs has an impact on increasing leverage, and lower facial masculinity of male CEOs has an impact on decreasing leverage. Financing decisions are focused on leverage policies, and high leverage can increase company's liabilities. Male CEOs with such a higher characteristic value have higher leverage, whereas male CEOs with such a lower characteristic value have lower leverage (Cronqvist et al., 2012; Huang et al., 2013; Malmendier et al., 2011; Chava et al., 2010).

## 5. CONCLUSION

The higher the value of male CEOs' facial masculinity, the lower the value of leverage is, and vice versa, the lower the value of male CEOs' facial masculinity, the higher the value of leverage is. Behavioral consistency theory argues that facial masculinity of male CEOs affects leverage. While agency theory explains the role of male CEO characteristics in policymaking on leverage. Meanwhile, ImageJ software supports empirical findings that the facial masculinity of male CEOs affects leverage, and the existence of male CEOs' characteristics is supported by agency theory and behavioral consistency theory.

The face represents the unique characteristics of a male CEO's leverage policymaking style, also supported by agency theory and behavioral consistency theory. The theory of behavioral consistency supports the idea that the style of male CEOs can influence masculine behavior and testosterone. The theory of behavioral consistency supports the idea that the facial masculinity in biology and psychology explains a person's masculine behavior. Lastly, agency theory and behavioral consistency theory support the notion that the facial masculinity in accounting explains how the facial masculinity of male CEOs affects leverage.

## REFERENCES

- Abadi, S., Endarto, B., Taufiqurrahman, Aji, R. B., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Purwati, A., Wijaya, A. U., Rusdiyanto, & Kalbuana, N. (2021). Indonesian Desirous Finality Of The Community In Regard. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–10.
- Adams, R. B., & Raganathan, V. (2017). Lehman Sisters. *Working Paper*, 1–57. <https://doi.org/10.2139/ssrn.3046451>
- Aliyyah, N., Prasetyo, I., Rusdiyanto, R., Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, C., Mulyani, S., Grahani, F. O., Rochman, A. S., Kalbuana, N., Hidayat, W., & Tjaraka, H. (2021). What Affects Employee Performance Through Work Motivation? *Journal of Management Information and Decision Sciences*, 24, 1–14. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85110461420&partnerID=40&md5=4b5e50800f8866ccdd52682c4b5a73f4>
- Aliyyah, N., Siswomihardjo, S. W., Prasetyo, I., Rusdiyanto, P., Rochman, A. S., & Kalbuana, N. (2021). THE EFFECT OF TYPES OF FAMILY SUPPORT ON STARTUP ACTIVITIES IN INDONESIA WITH FAMILY COHESIVENESS AS MODERATION. *Journal of Management*

*Information and Decision Sciences*, 24(Special Is), 1–15.

- Alrajih, S., & Ward, J. (2014). Increased facial width-to-height ratio and perceived dominance in the faces of the UK's leading business leaders. *British Journal of Psychology*, 105(2), 153–161. <https://doi.org/10.1111/bjop.12035>
- Benmelech, E., & Frydman, C. (2013). Military CEOs. *Journal of Financial Economics*, 117(1), 43–59. <https://doi.org/10.1016/j.jfineco.2014.04.009>
- Bernile, G., Bhagwat, V., & Rau, P. R. (2015). What Doesn't Kill You Will Only Make You More Risk-Loving: Early-Life Disasters and CEO Behavior. *Working Paper*, 1–72. <https://doi.org/10.1111/jofi.12432>.This
- Bertrand, M., & Schoar, A. (2003). Managing With Style: The Effect Of Managers On Firm Policies. *The Quarterly Journal of Economics*, CXVIII(4), 1169–1208.
- Bos, P. A., Hermans, E. J., Ramsey, N. F., & Van Honk, J. (2012). The neural mechanisms by which testosterone acts on interpersonal trust. *NeuroImage*, 61(3), 730–737. <https://doi.org/10.1016/j.neuroimage.2012.04.002>
- Cain, M. D., & McKeon, S. B. (2016). CEO Personal Risk-Taking and Corporate Policies. *Journal of Financial and Quantitative Analysis*, 51(1), 139–164. <https://doi.org/10.1017/S0022109016000041>
- Campbell, T. C., Gallmeyer, M., Johnson, S. A., Rutherford, J., & Stanley, B. W. (2011). CEO optimism and forced turnover. *Journal of Financial Economics*, 101(3), 695–712. <https://doi.org/10.1016/j.jfineco.2011.03.004>
- Carré, J. M., & McCormick, C. M. (2008). In your face: Facial metrics predict aggressive behaviour in the laboratory and in varsity and professional hockey players. *Proceedings of the Royal Society B: Biological Sciences*, 275(1651), 2651–2656. <https://doi.org/10.1098/rspb.2008.0873>
- Chava, S., & Purnanandam, A. (2010). CEOs versus CFOs: Incentives and corporate policies. *Journal of Financial Economics*, 97(2), 263–278. <https://doi.org/10.1016/j.jfineco.2010.03.018>
- Christiansen, K., & Winkler, E. -M. (1992). Hormonal, anthropometrical, and behavioral correlates of physical aggression in !Kung San men of Namibia. *Aggressive Behavior*, 18(4), 271–280. [https://doi.org/10.1002/1098-2337\(1992\)18:4<271::AID-AB2480180403>3.0.CO;2-6](https://doi.org/10.1002/1098-2337(1992)18:4<271::AID-AB2480180403>3.0.CO;2-6)
- Cronqvist, H., Makhija, A. K., & Yonker, S. E. (2012). Behavioral consistency in corporate finance: CEO personal and corporate leverage. *Journal of Financial Economics*, 103(1), 20–40. <https://doi.org/10.1016/j.jfineco.2011.08.005>
- Doukas, J. A., & Petmezas, D. (2007). Acquisitions, overconfident managers and self-attribution bias. *European Financial Management*, 13(3), 531–577. <https://doi.org/10.1111/j.1468-036X.2007.00371.x>
- Eisenegger, C., Naef, M., Snozzi, R., Heinrichs, M., & Fehr, E. (2010). Prejudice and truth about the effect of testosterone on human bargaining behaviour. *Nature*, 463(21), 356–359. <https://doi.org/10.1038/nature08711>
- Eisenhardt, K. M. (1989). Agency theory: An assessment and review. *Academy of Management Review*, 14(1), 57–74.
- Endarto, B., Taufiqurrahman, Kurniawan, W., Indriastuty, D. E., Prasetyo, I., Aliyyah, N., Endarti, E. W., Abadi, S., Daim, N. A., Ismono, J., Aji, R. B., Rusdiyanto, & Kalbuana, N. (2021). GLOBAL PERSPECTIVE ON CAPITAL MARKET LAW DEVELOPMENT IN INDONESIA. *Journal of Management Information and Decision Sciences*, 24(Special Issue 1), 1–8. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85113411656&partnerID=40&md5=1074bd3526601cda4a86fbd7b52d1bd>
- Endarto, B., Taufiqurrahman, Suhartono, S., Setyadi, S., Abadi, S., Aji, R. B., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Rusdiyanto, & Kalbuana, N. (2021). The Obligations Of Legal Consultants In The Independent Legal Diligence Of The Capital Market Supporting Proportion Of Legal Prepparement. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–8.
- Epstein, S. (1979a). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 37(7), 1097.
- Epstein, S. (1979b). The stability of behavior: I. On predicting most of the people much of the time.

*Journal of Personality and Social Psychology*, 37(7), 1097–1126. <https://doi.org/10.1037/0022-3514.37.7.1097>

- Folstad, I., & Karter, A. J. (1992). Parasites, bright males, and the immunocompetence handicap. *American Naturalist*, 139(3), 603–622. <https://doi.org/10.1086/285346>
- Gomulya, D., Wong, E. M., Ormiston, M. E., & Boeker, W. (2017). The role of facial appearance on CEO selection after firm misconduct. *Journal of Applied Psychology*, 102(4), 617–635. <https://doi.org/10.1037/apl0000172>
- Graham, J. R., Harvey, C. R., & Puri, M. (2013). Managerial attitudes and corporate actions. *Journal of Financial Economics*, 109(1), 103–121. <https://doi.org/10.1016/j.jfineco.2013.01.010>
- Hamada, R. S. (1972). The Effect of the Firm's Capital Structure on the Systematic Risk of Common Stocks. *The Journal of Finance*, 27(2), 435. <https://doi.org/10.2307/2978486>
- Hirshleifer, D., Low, A., & Teoh, S. H. (2012). Are Overconfident CEOs Better Innovators? *Journal of Finance*, 67(4), 1457–1498. <https://doi.org/10.1111/j.1540-6261.2012.01753.x>
- Huang, J., & Kisgen, D. J. (2013). Gender and corporate finance: Are male executives overconfident relative to female executives? *Journal of Financial Economics*, 108(3), 822–839. <https://doi.org/10.1016/j.jfineco.2012.12.005>
- Indrawati, M., Utari, W., Prasetyo, I., Rusdiyanto, & Kalbuana, N. (2021). HOUSEHOLD BUSINESS STRATEGY DURING THE COVID 19 PANDEMIC. *Journal of Management Information and Decision Sciences*, 24(Special Is), 1–12.
- Jensen, M. C., & Meckling, W. H. (1976). Theory of The Firm : Managerial Behavior , Agency Costs and Ownership Structure. *Journal of Financial Economics*, 3, 305–360.
- Jewitt, C. (1997). Images of men: Male sexuality in sexual health leaflets and posters for young people. *Sociological Research Online*, 2(2). <https://doi.org/10.5153/sro.64>
- Jia, Yuping, Lent, L. Van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal of Accounting Research*, 1–63. <https://doi.org/10.1111/1475-679X.12065>.This
- Jia, Yuppeting, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1–63. <https://doi.org/10.1111/1475-679X.12065>.This
- Johnston, V. S., Hagel, R., Franklin, M., Fink, B., & Grammer, K. (2001). Male facial attractiveness: Evidence for hormone-mediated adaptive design. *Evolution and Human Behavior*, 22(4), 251–267.
- Juanamasta, I. G., Wati, N. M. N., Hendrawati, E., Wahyuni, W., Pramudianti, M., Wisnujati, N. S., Setiawati, A. P., Susetyorini, S., Elan, U., Rusdiyanto, R., Muharlisiani, L. T., & Umanailo, M. C. B. (2019). The role of customer service through customer relationship management (Crm) to increase customer loyalty and good image. *International Journal of Scientific and Technology Research*, 8(10), 2004–2007.
- Kalbuana, N., Prasetyo, B., Asih, P., Arnas, Y., Simbolon, S. L., Abdusshomad, A., Kurnianto, B., Rudy, R., Kardi, K., Saputro, R., Yohana, Y., Sari, M. P., Zandra, R. A. P., Pramitasari, D. A., Rusdiyanto, R., Gazali, G., Putri, I. A. J., Nazaruddin, M., Naim, M. R., & Mahdi, F. M. (2021). Earnings Management Is Affected By Firm Size, Leverage And Roa: Evidence From Indonesia. *Academy of Strategic Management Journal*, 20(SpecialIssue2), 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85107756548&partnerID=40&md5=f648ed22972be531e4986f7c43a47ad4>
- Kalbuana, N., Suryati, A., Rusdiyanto, R., Azwar, A., Rudy, R., Yohana, Y., Pramono, N. H., Nurwati, N., Siswanto, E. H., Sari, M. P., Zandra, R. A., Abdusshomad, A., Kardi, K., Solihin, S., Prasetyo, B., Kurniawati, Z., Saputro, R., Taryana, T., Suprihartini, Y., ... Hidayat, W. (2021). Interpretation of Sharia Accounting Practices in Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85109955046&partnerID=40&md5=8f66a30f83e1efd68729c64f4c4bd33a>
- Kamiya, S., Kim, Y. H. (Andy), & Park, S. (2018a). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 239–270. <https://doi.org/10.1111/eufm.12175>

- Kamiya, S., Kim, Y. H. (Andy), & Park, S. (2018b). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 1–32. <https://doi.org/10.1111/eufm.12175>
- Kim, Y. Haan (Andy), Kamiya, S., & Park, S. (2017). The face of risk: CEO facial masculinity and firm risk. *Working Paper*, 11(04), 1–82. <https://doi.org/10.1111/eufm.12175>
- Kim, Y. Han (Andy). (2013). Self attribution bias of the CEO: Evidence from CEO interviews on CNBC. *Journal of Banking and Finance*, 37(7), 2472–2489. <https://doi.org/10.1016/j.jbankfin.2013.02.008>
- Lefevre, C. E., Lewis, G. J., Perrett, D. I., & Penke, L. (2013). Telling facial metrics: Facial width is associated with testosterone levels in men. *Evolution and Human Behavior*, 34(4), 273–279. <https://doi.org/10.1016/j.evolhumbehav.2013.03.005>
- Luwihono, A., Suherman, B., Sembiring, D., Rasyid, S., Kalbuana, N., Saputro, R., Prasetyo, B., Taryana, T., Suprihartini, Y., & Asih, P. (2021). Macroeconomic effect on stock price: Evidence from Indonesia. *Accounting*, 7(5), 1189–1202.
- Mahiswari, R., & Nugroho, P. I. (2014). Pengaruh mekanisme corporate governance, ukuran perusahaan dan leverage terhadap manajemen laba dan kinerja Keuangan. *Jurnal Ekonomi Dan Bisnis*, 17(1), 1–20.
- Malmendier, U., & Tate, G. (2005). CEO overconfidence and corporate investment. *Journal of Finance*, 60(6), 2661–2700. <https://doi.org/10.1111/j.1540-6261.2005.00813.x>
- Malmendier, U., Tate, G., & Yan, J. (2011). Overconfidence and Early-Life Experiences: The Effect of Managerial Traits on Corporate Financial Policies. *Journal of Finance*, 66(5), 1687–1733. <https://doi.org/10.1111/j.1540-6261.2011.01685.x>
- MAYANGSARI, V. (2001). *KUALITAS HUBUNGAN PEREMPUAN DENGAN PASANGAN DITINJAU DARI INTENSITAS HUBUNGAN DENGAN AYAH*. Prodi Psikologi Unika Soegijapranata.
- Pound, N., Penton-Voak, I. S., & SurrIDGE, A. K. (2009). Testosterone responses to competition in men are related to facial masculinity. *Proceedings of the Royal Society B: Biological Sciences*, 276(1654), 153–159. <https://doi.org/10.1098/rspb.2008.0990>
- Prabowo, B., Rochmatulaili, E., Rusdiyanto, & Sulistyowati, E. (2020). Corporate governance and its impact in company's stock price: case study . *Utopia y Praxis Latinoamericana*, 25(Extra10), 187–196. <https://doi.org/10.5281/zenodo.4155459>
- Prasetyo, J. E., Sabihaini, Bintarto, B., Susanto, A. A., Rahmanda, G. A., Rusdiyanto, Rochman, A. S., & Kalbuana, N. (2021). Corporate Social Responsibility Community Development And Empowerment Program In Indonesia. *Journal of Management Information and Decision Sciences*, 24(1), 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Kalbuana, N., & Rochman, A. S. (2021). Corporate Social Responsibility Practices In Islamic Studies In Indonesian. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Nartasari, D. R., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021). Impact Financial Performance to Stock Prices: Evidence From Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Utari, W., Suprapti, S., Kartika, C., Winarko, R., Chamariyah, Panglipursari, D. L., Muninghar, Farid, M. M., & Kalbuana, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–11.
- Rusdiyanto, Agustia, D., Soetedjo, S., & Septiarini, D. F. (2020). The effect of cash turnover and receivable turnover on profitability. *Opcion*, 36(Special Edition 26), 1417–1432.
- Rusdiyanto, Hidayat, W., Bahari, C., Susetyorini, Elan, U., Indrawati, M., Panglipursari, D. L., Aminatuzzuhro, & Gazali. (2021). Company Profitability is Influenced by sales and Administration & General Costs: Evidence from Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24.
- Rusdiyanto, Hidayat, W., Tjaraka, H., Septiarini, D. F., Fayanni, Y., Utari, W., Waras, Indrawati, M.,

- Susanto, H., Tjahjo, J. D. W., Zainal, M., & Imanawati, Z. (2020). The effect of earning per share, debt to equity ratio and return on assets on stock prices: Case study Indonesian. *Academy of Entrepreneurship Journal*, 26(2), 1–10.
- Shabbir, M. S., Mahmood, A., Setiawan, R., Nasirin, C., Rusdiyanto, R., Gazali, G., Arshad, M. A., Khan, S., & Batool, F. (2021). Closed-loop supply chain network design with sustainability and resiliency criteria. *Environmental Science and Pollution Research*. <https://doi.org/10.1007/s11356-021-12980-0>
- Stirrat, M., & Perrett, D. I. (2010). Valid facial cues to cooperation and trust: Male facial width and trustworthiness. *Psychological Science*, 21(3), 349–354. <https://doi.org/10.1177/0956797610362647>
- Sudaryanto, S., Courvisanos, J., Dewi, I. R., Rusdiyanto, R., & Yuaris, J. R. (2022). Determinants of purchase intention during COVID-19: A case study of skincare products in East Java. *Innovative Marketing*, 18(1), 181–194. [https://doi.org/10.21511/im.18\(1\).2022.15](https://doi.org/10.21511/im.18(1).2022.15)
- Susanto, H., Prasetyo, I., Indrawati, T., Aliyyah, N., Rusdiyanto, Tjaraka, H., Kalbuana, N., Syafi'ur Rochman, A., Gazali, & Zainurrafiqi. (2021). The impacts of earnings volatility, net income and comprehensive income on share price: evidence from Indonesia stock exchange. *Accounting*, 7(5), 1009–1016. <https://doi.org/10.5267/j.ac.2021.3.008>
- Tanjaya, F. L., & Santoso, E. B. (2020). Asosiasi Karakteristik CEO Terhadap Potensi Kesulitan Keuangan Perusahaan. *Media Akuntansi Dan Perpajakan Indonesia*, 1(2), 153–168.
- Utari, W., Iswoyo, A., Chamariyah, Waras, Mardiana, F., Rusdiyanto, & Hidayat, W. (2021). Effect Of Work Training, Competency and Job Satisfaction on Employee Productivity: A Case Study Indonesia. *Review of International Geographical Education Online*, 11(4), 696–711. <https://doi.org/10.33403/rigeo.8006783>
- Utari, W., Sudaryanto, Jannah, N., Sobakh, N., & Rusdiyanto. (2021). Consumer interest with regard to product completeness, promotion and location: The case of Indonesia | Купівельний інтерес у контексті повноти товару, його просування на ринку й місцезнаходження: приклад Індонезії | Покупательський інтерес в контексте полн. *Economic Annals-XXI*, 188(3–4), 127–133. <https://doi.org/10.21003/ea.V188-15>
- Verdonck, A., Gaethofs, M., Carels, C., & Zegher, F. De. (1999). Effect of low-dose testosterone treatment on craniofacial growth in boys with delayed puberty. *European Journal Orthodontics*, 21, 137–143.
- Wong, E. M., Ormiston, M. E., & Haselhuhn, M. P. (2011). A face only an investor could love: CEOs' facial structure predicts their firms' financial performance. *Psychological Science*, 22(12), 1478–1483. <https://doi.org/10.1177/0956797611418838>
- Yuping Jia, Lent, L. Van, & Zang, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Accounting Research*, 4, 1–63. <https://doi.org/10.1111/1475-679X.12065>.This



**Bukti berkas hasil turnitin**

# The Impact of a Male CEO's Masculinity on Leverage

*by* RUSDIYANTO RUSDIYANTO

---

**Submission date:** 15-May-2022 10:06PM (UTC-0700)

**Submission ID:** 1837250357

**File name:** Journal\_Leverage\_Bismillah\_-Translet.docx (359.58K)

**Word count:** 7388

**Character count:** 43004

ORIGINALITY REPORT

16%	13%	9%	6%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	<a href="http://www.abacademies.org">www.abacademies.org</a> Internet Source	2%
2	<a href="http://sfm.finance.nsysu.edu.tw">sfm.finance.nsysu.edu.tw</a> Internet Source	2%
3	Submitted to Universitas Jember Student Paper	1%
4	<a href="http://www.revistaespacios.com">www.revistaespacios.com</a> Internet Source	1%
5	Shinichi Kamiya, Y. Han Andy Kim, Soohyun Park. "The face of risk: CEO facial masculinity and firm risk", European Financial Management, 2019 Publication	1%
6	Submitted to Universitas Brawijaya Student Paper	1%
7	<a href="http://www.sciencegate.app">www.sciencegate.app</a>	<1%

2. Revisi 1 24 Agustus 2022

Coment Collins G. Ntim, PhD Senior Editor Cogent Business & Management

The screenshot shows a Gmail interface with an email from 'Cogent Business and Management' dated 24 August 2022. The subject is '228530290 (Cogent Business & Management) A revise decision has been made on your submission'. The email body contains the following text:

Ref: COGENTBUSINESS-2022-1212  
228530290  
The Impact of a Male CEO's Facial Masculinity on Leverage  
Cogent Business & Management

Dear Asyik,

Your manuscript entitled "The Impact of a Male CEO's Facial Masculinity on Leverage", which you submitted to Cogent Business & Management, has now been reviewed.

The reviews, included at the bottom of the letter, indicate that your manuscript could be suitable for publication following revision. We hope that you will consider these suggestions, and revise your manuscript.

Please submit your revision by Sep 23, 2022, if you need additional time then please contact the Editorial Office.

To submit your revised manuscript please go to <https://rn.cogentoa.com/dashboard/> and log in. You will see an option to Revise alongside your submission record.

Kotak Masuk 1,799  
 Berbintang  
 Ditunda  
 Terkirim  
 **Draf** 179  
 Selengkapnya

Label +  
 Ibnusaid@kbricph.dk  
 Media existama  
 MexisTek

If you are unsure how to submit your revision, please contact us on [OABM-peerreview@journals.tandf.co.uk](mailto:OABM-peerreview@journals.tandf.co.uk)

You also have the option of including the following with your revised submission:

\* public interest statement - a description of your paper of NO MORE THAN 150 words suitable for a non-specialist reader, highlighting/explaining anything which will be of interest to the general public

\* about the author - a short summary of NO MORE THAN 150 WORDS, detailing either your own or your group's key research activities, including a note on how the research reported in this paper relates to wider projects or issues

\* photo of the author(s), including details of who is in the photograph - please note that we can only publish one photo

If you require advice on language editing for your manuscript or assistance with arranging translation, please do consider using the Taylor & Francis Editing Services ([www.tandfeditingservices.com](http://www.tandfeditingservices.com)).

Please ensure that you clearly highlight changes made to your manuscript, as well as submitting a thorough response to reviewers.

We look forward to receiving your revised article.

Best wishes,

Collins G. Ntim, PhD  
 Senior Editor  
 Cogent Business & Management

## Coment Reviewer 9:

Kotak Masuk 1,799  
 Berbintang  
 Ditunda  
 Terkirim  
 **Draf** 179  
 Selengkapnya

Label +  
 Ibnusaid@kbricph.dk  
 Media existama  
 MexisTek

oabm-peerreview@journals.tandf.co.uk

10 dari 11

Title, Abstract and Introduction – overall evaluation  
 Reviewer 9: Sound with minor or moderate revisions

Methodology / Materials and Methods – overall evaluation  
 Reviewer 9: Outstanding

Objective / Hypothesis – overall evaluation  
 Reviewer 9: Outstanding

Figures and Tables – overall evaluation  
 Reviewer 9: Sound

Results / Data Analysis – overall evaluation  
 Reviewer 9: Sound

Interpretation / Discussion – overall evaluation  
 Reviewer 9: Sound

Conclusions – overall evaluation  
 Reviewer 9: Sound with minor or moderate revisions

References – overall evaluation  
 Reviewer 9: Outstanding

Compliance with Ethical Standards – overall evaluation  
 Reviewer 9: Sound

References – overall evaluation  
 Reviewer 9: Outstanding

Compliance with Ethical Standards – overall evaluation  
 Reviewer 9: Sound

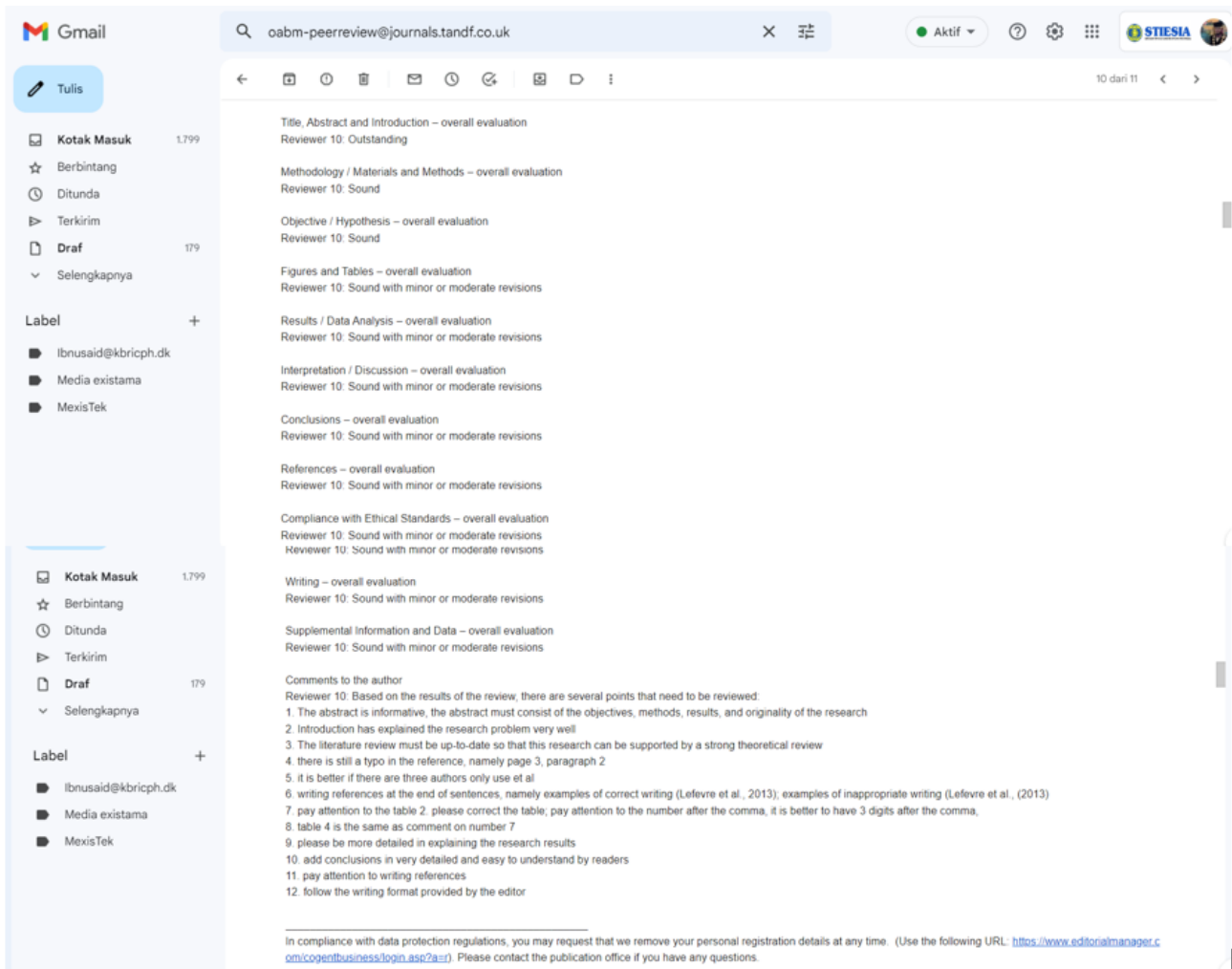
Writing – overall evaluation  
 Reviewer 9: Sound

Supplemental Information and Data – overall evaluation  
 Reviewer 9: Sound

Comments to the author  
 Reviewer 9: 1) In the introduction section, the authors need to add the importance of the study  
 2) In the literature review, I think the authors need to describe the theory first and after that just correlate the theory with the topic.  
 3) In the conclusion section, should be there some notes i e the limitation of the study and what is the next gap, also authors need to add the the beneficial of the study, practically and theoretically.

Do you want to get recognition for this review on <https://publons.com/publisher/24/taylor-francis>?  
 Don't let your reviewing work go unnoticed! Researchers the world over use Publons to effortlessly track their valuable peer review contributions for any journal. If you opt in, your Publons profile will automatically be updated to show a verified record of this review in full compliance with the journal's review policy. If you don't have a Publons profile, you will be prompted to create a free account. <https://publons.com/publisher/24/taylor-francis> Learn more

## Coment Reviewer 10




**Reviewer's Correction Ref: COGENTBUSINESS-2022-1212., 228530290**

**The Impact of a Male CEO's Facial Masculinity on Leverage, Cogent Business & Management**

Herewith I attach the details of the corrections from the reviewer in detail

No	Senior Editor Collins G. Ntim, PhD	Author improvements
1	Public interest statement - a description of your paper of NO MORE THAN 150 words suitable for a non-specialist reader, highlighting/ explaining anything which will be of interest to the general public	Previous research conducted in the United States was conducted by (Jia, et al, 2014) with the findings explaining that the face of male CEO masculinity has a positive effect on earnings management, while (Kamiya, et al, 2018) the findings empirically explain that the face of CEO masculinity has a positive effect. against leverage. While the empirical findings in Indonesia have a different direction, the face of CEO masculinity has a negative effect on leverage, meaning that the higher the masculinity of the male CEO's face has an impact on the decrease in leverage, and conversely the lower the masculinity of the male CEO has an impact on the increase in leverage. The empirical findings have implications for regulators and corporate governance policy makers regarding male face size as a determinant of leverage policy.
2	About the author - a short summary of NO MORE THAN 150 WORDS, detailing either your own or your group's key research activities,	Associate Professor Dr. Nur Fadrih Asyik, S.E., M.Si., Ak., CA. is the Chairperson of the Indonesian School of Economics (STIESIA)

	including a note on how the research reported in this paper relates to wider projects or issues	Surabaya Indonesia, an Assessor of BAN PT and an independent researcher. He obtained his Bachelor's degree in Accounting from Indonesia School of Economics (STIESIA) Surabaya indonesia with a degree (S.E), Master of Accounting Postgraduate Program from Gadjah Mada University with a degree (M.Si), Postgraduate Program in Accounting Science with his (Dr.) Degree research interests include financial accounting, corporate finance, corporate governance, behavioral accounting, management accounting and corporate social responsibility.
3	Photo of the author(s), including details of who is in the photograph - please note that we can only publish one photo	<b>Dr. Nur Fadrih Asyik, S.E., M.Si., Ak., CA</b> 
<b>Reviewer 9</b>		
1	In the introduction section, the authors need to add the importance of the study	The role of the male CEO in the company is very important to determine the success of the company he leads. Male CEOs have an important role for the company's success from the performance of its leaders. The CEO in carrying out his leadership in making policies used for the company, the CEO is the manager of the company.
2	In the literature review, I think the authors need to describe the theory first and after that just correlate the theory with the topic.	Agency theory is defined the principal can limit the difference from its interests by setting appropriate incentives for agents and by incurring monitoring costs designed to limit deviant agent activities. Furthermore, in some situations, the principal may pay agents to expend resources for guarantee that the agent will not take any action that could harm the principal (Jensen & Meckling, 1976)
3	In the conclusion section, should be there some notes i.e the limitation of the study and what is the next gap, also authors need to add the the beneficial of the study, practically and theoretically.	The higher the masculinity value of the male CEO's face, the lower the leverage value, and conversely the lower the masculinity value of the male CEO's face, the higher the leverage value. Behavioral consistency theory argues that the masculinity of the male CEO's face affects leverage. Meanwhile, agency theory explains the role of male CEO characteristics in making policies regarding leverage. Meanwhile, ImageJ software supports empirical findings that male CEO facial masculinity affects leverage, and the presence of male CEO characteristics is supported by agency theory and behavioral consistency theory.  This study has limitations that are unavoidable, the disclosure of limitations has the aim of filling

		<p>the empty space of the limitations of this study: The elements in conducting content analysis determine the measurement of the masculinity face value of male CEOs using imageJ software cannot distinguish modified male CEO images, taking pictures of male CEOs was obtained from the company's annual report in the 2016-2021 period and the use of male CEO image searches on Google. The sample in this study was limited to taking pictures of male CEOs found in the company's annual report in the 2016-2021 period and using male CEO image searches Googled, researchers could not distinguish the image of a male CEO that had gone through modifications.</p> <p>These empirical findings have implications for company management as policy-making regarding the face of male masculinity has an impact on leverage policy, so that the empirical findings can be used by company management and the government as leverage policy makers. These findings provide empirical evidence in the field of behavioral accounting by looking at the face of masculinity as a determinant of corporate leverage. Furthermore, it enriches empirical findings in the field of behavioral accounting and becomes a reference for conducting future research</p>
	<p><b>Reviewer 10: Based on the results of the review, there are several points that need to be reviewed:</b></p>	
<p>1</p>	<p>The abstract is informative, the abstract must consist of the objectives, methods, results, and originality of the research</p>	<p><b>Purpose:</b> The purpose of this study is to obtain empirical proof of the influence of male CEOs' facial masculinity on leverage, to identify the influence of male CEOs' facial masculinity on leverage, and to find evidence that the influence of male facial masculinity variables on leverage variables is consistent.</p> <p><b>Design/Methodology/Approach:</b> This study uses a quantitative approach with a population and research sample using companies on the Indonesia Stock Exchange in 2016-2021. The study collected images of faces identified as male CEOs from data from the Indonesia Stock Exchange website and company websites and using Google searches. The panel data analysis method in this study uses Regression Ordinary Least Square (OLS) with Stata Software which connects theories, concepts and data that can be carried out on research variables.</p> <p><b>Funding:</b> The findings suggest that the higher the value of male CEOs' facial masculinity, the greater the effect on reducing corporate</p>

		<p>leverage, and vice versa, the lower the value of male CEOs' facial masculinity, the greater the impact on increasing corporate leverage value.</p> <p><b>Research implications:</b> The practical implications of this study can help the Indonesian Association of Accountants in developing accounting in Indonesia. Meanwhile, the theoretical implications of this study can explain agency theory and behavioral consistency theory. As for the policy implications of this study, it could provide empirical evidence that male CEOs' masculinity undermines corporate leverage.</p> <p><b>Originality/value:</b> To date, researchers in Indonesia have not identified significant research on the topic of masculinity of male CEOs in relation with leverage, or the characteristic role of male CEOs in influencing leverage policy. This study contrasts previous findings of a study (Kamiya et al., 2018), that was conducted in the United States from 1993 to 2008. Meanwhile, the sampling period for this study was from 2016 to 2021 and was conducted in Indonesia.</p>
2	Introduction has explained the research problem very well	Thanks for the correction, the fix file is attached
3	The literature review must be up-to-date so that this research can be supported by a strong theoretical review	thanks for the suggestion, related to the topic of CEO masculinity there are only two journals indexed by Scopus
4	there is still a typo in the reference, namely page 3, paragraph 2	Thanks for the correction
5	It is better if there are three authors only use et al	Thanks for the correction, the fix file is attached
6	writing references at the end of sentences, namely examples of correct writing (Lefevre et al., 2013); examples of inappropriate writing (Lefevre et al., (2013)	Thanks for the correction, the fix file is attached
7	pay attention to the table 2. please correct the table; pay attention to the number after the comma, it is better to have 3 digits after the comma	Thanks for the correction, the fix file is attached
8	table 4 is the same as comment on number 7	Thanks for the correction, the fix file is attached
9	please be more detailed in explaining the research results	Thanks for the correction, the fix file is attached
10	add conclusions in very detailed and easy to understand by readers	The higher the masculinity value of the male CEO's face, the lower the leverage value, and conversely the lower the masculinity value of the male CEO's face, the higher the leverage value. Behavioral consistency theory argues that the masculinity of the male CEO's face affects leverage. Meanwhile, agency theory explains the role of male CEO characteristics in making policies regarding leverage. Meanwhile, ImageJ

		<p>software supports empirical findings that male CEO facial masculinity affects leverage, and the presence of male CEO characteristics is supported by agency theory and behavioral consistency theory.</p> <p>This study has limitations that are unavoidable, the disclosure of limitations has the aim of filling the empty space of the limitations of this study: The elements in conducting content analysis determine the measurement of the masculinity face value of male CEOs using imageJ software cannot distinguish modified male CEO images, taking pictures of male CEOs was obtained from the company's annual report in the 2016-2021 period and the use of male CEO image searches on Google. The sample in this study was limited to taking pictures of male CEOs found in the company's annual report in the 2016-2021 period and using male CEO image searches Googled, researchers could not distinguish the image of a male CEO that had gone through modifications.</p> <p>These empirical findings have implications for company management as policy-making regarding the face of male masculinity has an impact on leverage policy, so that the empirical findings can be used by company management and the government as leverage policy makers. These findings provide empirical evidence in the field of behavioral accounting by looking at the face of masculinity as a determinant of corporate leverage. Furthermore, it enriches empirical findings in the field of behavioral accounting and becomes a reference for conducting future research</p>
11	pay attention to writing references	Thanks for the correction, the fix file is attached
12	follow the writing format provided by the editor	Thanks for the correction, the fix file is attached

Thank you for your attention and cooperation,  
Best regards,

**Dr. Nur Fadjrih Asyik, S.E., M.Si., Ak., CA**

Associate Professor of accounting of Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia

WA +62 811-314-545

SCOPUS ID: 57211293999

ORCID: <https://orcid.org/0000-0002-6060-7117>



Bukti Berkas Jurnal revisi

## The Impact of a Male CEO's Facial Masculinity on Leverage

Nur Fadjrih Asyik<sup>5\*</sup>, Muchlis<sup>6\*</sup>, Ikhsan Budi Riharjo<sup>7\*</sup>, Rusdiyanto<sup>8\*</sup>

<sup>1,3</sup>Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia

<sup>2</sup>Muhammadiyah University, Surabaya, Jl. Raya Sutorejo No.59, Sutorejo Hamlet, Mulyorejo District, Surabaya City, East Java 60113, Indonesia

<sup>4</sup>Universitas Airlangga Indonesia, Jl. Airlangga No.4, Airlangga, Gubeng, Surabaya, East Java 60286 Indonesia

*Corresponding Author:* [nurfadjrih@stiesia.ac.id](mailto:nurfadjrih@stiesia.ac.id)

### Abstract

**Purpose:** The purpose of this study was to obtain empirical evidence of the effect of male CEO's facial masculinity on leverage, to identify the effect of male CEO's facial masculinity on leverage.

**Design/Methodology/Approach:** This study uses a quantitative approach with a population and research sample using companies on the Indonesia Stock Exchange in 2016-2021. The study collected images of faces identified as male CEOs from data from the Indonesia Stock Exchange website and company websites and using Google searches. The panel data analysis method in this study uses Regression Ordinary Least Square (OLS) with Stata Software which connects theories, concepts and data that can be carried out on research variables.

**Funding:** The findings suggest that the higher the value of male CEOs' facial masculinity, the greater the effect on reducing corporate leverage, and vice versa, the lower the value of male CEOs' facial masculinity, the greater the impact on increasing corporate leverage value.

**Research implications:** The practical implications of this study can help the Indonesian Association of Accountants in developing accounting in Indonesia. Meanwhile, the theoretical implications of this study can explain agency theory and behavioral consistency theory. As for the policy implications of this study, it could provide empirical evidence that male CEOs' masculinity undermines corporate leverage.

**Originality/value:** To date, researchers in Indonesia have not identified significant research on the topic of masculinity of male CEOs in relation with leverage, or the characteristic role of male CEOs in influencing leverage policy. This study contrasts previous findings of a study (Kamiya et al., 2018) that was conducted in the United States from 1993 to 2008. Meanwhile, the sampling period for this study was from 2016 to 2021 and was conducted in Indonesia.

**Keywords:** CEO Male, Masculinity, leverage, Stata

**JEL Classification:** G02, G32, G34, M1, Z1

---

<sup>5\*</sup> Corresponding Author : [nurfadjrih@stiesia.ac.id](mailto:nurfadjrih@stiesia.ac.id)

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia, Scopus ID: 57211293999.

ORCID: <https://orcid.org/0000-0002-6060-7117>

<sup>6\*</sup> Author : [muchlis@fe.um-surabaya.ac.id](mailto:muchlis@fe.um-surabaya.ac.id)

Associate Professor of accounting and lecturer of Faculty of Economics and Business, Muhammadiyah University, Surabaya, Jl. Raya Sutorejo No.59, Sutorejo Hamlet, Mulyorejo District, Surabaya City, East Java 60113, Indonesia.

<sup>7\*</sup> Author :

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia, Scopus ID: 57218955233.

<sup>8\*</sup> Author : [rusdiyanto.se.m.ak-2017@feb.unair.ac.id](mailto:rusdiyanto.se.m.ak-2017@feb.unair.ac.id)

<sup>\*</sup>Associate Professor of accounting and lecturer of Faculty of Economics and Business, Universitas Airlangga Indonesia, Jl. Airlangga No.4, Airlangga, Gubeng, Surabaya, East Java 60286 Indonesia. Scopus ID: 57238673100. ORCID: <https://orcid.org/0000-0002-7456-7072>



**Associate Professor  
Dr. Nur Fadjrih Asyik, S.E.,  
M.Si., Ak., CA**

#### **ABOUT THE AUTHOR**

**Associate Professor Dr. Nur Fadjrih Asyik, S.E., M.Si., Ak., CA.** is the Chairperson of the Indonesian School of Economics (STIESIA) Surabaya Indonesia, an Assessor of BAN PT and an independent researcher. He obtained his Bachelor's degree in Accounting from Indonesia School of Economics (STIESIA) Surabaya Indonesia with a degree (S.E), Master of Accounting Postgraduate Program from Gadjah Mada University with a degree (M.Si), Postgraduate Program in Accounting Science with his (Dr.) Degree research interests include financial accounting, corporate finance, corporate governance, behavioral accounting, management accounting and corporate social responsibility.

#### **PUBLIC INTEREST STATEMENT**

Previous research conducted in the United States was conducted by (Jia, et al, 2014) with the findings explaining that the face of male CEO masculinity has a positive effect on earnings management, while (Kamiya, et al, 2018) the findings empirically explain that the face of CEO masculinity has a positive effect against leverage. While the empirical findings in Indonesia have a different direction, the face of CEO masculinity has a negative effect on leverage, meaning that the higher the masculinity of the male CEO's face has an impact on the decrease in leverage, and conversely the lower the masculinity of the male CEO has an impact on the increase in leverage. The empirical findings have implications for regulators and corporate governance policy makers regarding male face size as a determinant of leverage policy.

## **1. Introduction**

The role of the male CEO in the company is very important to determine the success of the company he leads. Male CEOs have an important role for the company's success from the performance of its leaders. The CEO in carrying out his leadership in making policies used for the company, the CEO is the manager of the company. In Agency Theory (Jensen & Meckling, 1976) address the correlation between shareholders and the characteristics of male CEOs as agents. Shareholders are using a male CEO as an agent to carry out the tasks and interests of the shareholders, including transferring decision-making power from shareholders to male CEOs as agents (Mahiswari & Nugroho, 2014). In companies listed on the Indonesia Stock Exchange whose capital consists of stocks, shareholders function as principal while the characteristics of male CEOs act as an agent. Meanwhile, the theory of behavioral consistency (Epstein, 1979) suggests that the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and social status impacts leverage. Based on the characteristic role of male CEOs in decision-making, structuring and building leverage policies, substantial research on the function of male CEOs' features in various corporate strategic decisions has been conducted. This study compares previous research conducted in the United States of America (Kamiya et al., 2018) explaining that male CEOs' facial masculinity has a positive effect on corporate leverage, whereas agency theory (Jensen & Meckling, 1976) describes that male CEOs' characteristics affect policy and leverage determination. Male CEOs as company managers have more access to data about the company's current situation and future prospects than shareholders do, enabling the findings provide empirical evidence in the field of accounting for behavior.

The facial masculinity is a concept of male aggression that has implications for aggressive nature, has a tough character, and tends to be emotional when performing acts (Jewitt, 1997). The facial masculinity of male CEOs was related to testosterone, aggressiveness, while social status affects leverage (Kamiya et al., 2018). Factors affecting a male CEO's performance in managing a

company can be found in the facial masculinity (Tanjaya & Santoso, 2020). According to (Kamiya et al., 2018), male CEOs with masculine looks have traits that affect the company's management process. The facial masculinity is a personal trait that a person is born with. The facial masculinity that occurs in men predicts masculine behavior habits and is connected with aggressive behavior, according to (Kamiya et al., 2018) in the neuroendocrinology literature. High level of male CEO masculinity is associated with more aggressive management (Tanjaya & Santoso, 2020). Leverage is boosted by the masculine appearance of male CEOs. According to (Kamiya et al., 2018) financing decisions are based on leverage. A company's liabilities might grow as a result of high leverage (Hamada, 1972; Kamiya et al., 2018). Characteristics of male CEOs affect leverage (Cronqvist et al., 2012; Huang et al., 2013; Malmendier et al., 2011; Chava et al., 2010).

According to (Bertrand & Schoar, 2003), the characteristics of male CEOs affect the company's decision-making process. Male CEOs have a confident attitude and usually decide the company's leverage policy. The excessive confidence of male CEOs' masculinity often does leverage (Graham, Harvey, dan Puri, 2013; Kamiya et al., 2018; Malmendier & Tate, 2005), Acquisition (Doukas & Petmezas, 2007; Kim, 2013; Kamiya et al., 2018), Innovation (Hirshleifer, Low, & Teoh, 2012; Kamiya et al., 2018).

Leverage is positively affected by male CEO characteristics (Kamiya et al., 2018; Gomulya, Wong, Ormiston, & Boeker, 2017; Jia et al., 2014) According to neuroendocrinology research, a man's face affects his aggressive behavior. While (Carré & McCormick, 2008; Christiansen & Winkler, 1992) explain that the a male's facial masculinity influences a person's aggressive behavior. (Campbell., et al 2011) argue how facial masculinity affects men's behavior, while (Wong et al., 2011) explain that male CEOs have such a tendency to negotiate for personal gain. Thus (Stirrat & Perrett, 2010) explain that men with a manly face are considered to be trustworthy. Therefore (Kamiya et al., 2018; Kamiya, & Park, 2017; Wong et al., 2011) provide empirical evidence that the characteristics of male CEOs with a higher facial masculinity show better work performance than male CEOs with such a lower facial masculinity. Leverage is influenced by the facial masculinity of male CEOs (Kamiya et al., 2018).

This research proposes clear and focused limitations. This study emphasizes on the importance of male CEOs' masculinity as a root cause of leverage, and this is restricted to companies listed on the Indonesia Stock Exchange between 2016 to 2021. The research focuses on the facial structure of male CEOs' masculinity, leverage, size, profitability, earnings management, research & development. ImageJ software was used to measure subjective masculinity facial variables of a male CEOs.

### **3. Literature Review And Hypothesis Development**

#### **2.1 Agency Theory**

Agency theory is defined the principal can limit the difference from its interests by setting appropriate incentives for agents and by incurring monitoring costs designed to limit deviant agent activities. Furthermore, in some situations, the principal may pay agents to expend resources for guarantee that the agent will not take any action that could harm the principal (Jensen & Meckling, 1976). A male CEO's as an agent should have the same objective as shareholders do, which is to improve the company through shareholder prosperity, but male CEOs as agents may have their own thoughts that are contrary to what shareholders think (Mayangsari, 2001). As a conclusion, agency theory offers an important solution to male CEOs' decision-making characteristics in the face of corporate leverage. According to (Jensen & Meckling, 1976) define agency costs in three categories: monitoring, bonding, and residual. Eisenhardt, (1989) The agency theory consists of three human nature assumptions, namely: (1) humans are generally selfish, (2) humans have limited thinking

power in terms of future perceptions, and (3) humans avoid risk at all costs. From the concept of human nature, it can be seen that the usual role of male CEOs affects the company's leverage.

## **2.2 Behavior Consistency Theory**

According to (Epstein, 1979) explains that the facial masculinity of male CEOs correlates with testosterone, aggressive, and social status affects leverage, seen from the perspective of behavioral consistency theory. He also discusses how behavioral consistency could be used to predict a majority of people within a given time span. The theory of behavioral consistency is assumed to be the opinion of a person's ability to affect issues that trigger emotions to emerge; consistency of behavior can be shown as a particularly selected subject; consistency of behavior is described in the study with the title: "The Stability of Behaviour: I. Predicting Most of the People Much the Time".

## **2.3 Face, Testosterone, and Behavior**

Previous research has provided empirical evidence of a link between testosterone and masculine behavior. A CEO's face may be the basis for male facial linkages to topics in this study. (Jia et al., 2014) explains that a man's face can predict masculine behavior. Based on laboratory evidence, (Carré & McCormick, 2008; Christiansen & Winkler, 1992) claim that a man's face predicts aggressive traits. Men's faces affect masculine behavior (Eisenegger, Naef, Snozzi, Heinrichs, & Fehr, 2010; Jia et al., 2014). According to (Jia et al., 2014) explain that the relationship between testosterone and male CEOs' behavior affects the brain both before birth and during growth. A group of nerve cells plays a role in the processing of memories and emotional reactions as mediators between testosterone in brain regions to evaluate social interactions (Bos et al., 2012; Jia et al., 2014).

Testosterone regulates adolescent spurt (Johnston et al., 2001). Adolescents' development is affected by testosterone (Verdonck et al., 1999; Jia et al., 2014). Previous research indicates that male and female growth differs in the bizygomatic (the area between the left and right cheeks), however, there is no difference in the growth period for upper facial height (Jia et al., 2014). The findings provide empirical evidence that testosterone does affect the development of the male face (Folstad & Karter, 1992). Meanwhile, according to (Jia et al., 2014; Alrajih & Ward, 2014), men's looks affect masculine behavior during their growth. Further, the findings of (Lefevre et al., 2013) provide empirical evidence that there is indeed a connection between testosterone and the ratio of male facial width. Some other studies suggest that the ratio of a man's face width to testosterone has a beneficial link. In addition, testosterone has a positive relationship with the face, as suggested by previous research (Lefevre et al., 2013). Higher or lower testosterone in men affects the facial masculinity, according to (Jia et al., 2014; Pound, Penton-Voak, & Surridge, 2009).

## **2.4 The Masculinity Of Male CEOs and Leverage**

The characteristics of male CEOs affect leverage, according to (Bertrand & Schoar 2003; Cain & McKeon, 2016; Kamiya et al., 2018). Meanwhile, (Bernile, Bhagwat, & Rau, 2015; Kamiya et al., 2018; Malmendier, Tate, & Yan, 2011) offer empirical evidence that the experience of male CEOs' characteristic affects leverage. In addition (Kamiya et al., 2018; Kim, Kamiya, & Park, 2017) contend that Male CEOs' facial masculinity has a positive effect in leverage. Several previous research reveal that the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, as seen through the perspective of behavioral consistency theory (Epstein, 1979). Male CEOs' masculinity has a positive impact on leverage. According to (Kamiya et al., (2018) found out that financing decisions are primarily based on leverage policies. A company's liabilities can be improved by using high leverage. The masculinity of male CEOs has a positive effect on leverage, according to (Kamiya et al., 2018). Similarly (Cronqvist et al., 2012; Huang et al., 2013; Malmendier et al, 2011; Chava et al., 2010) also reveal that Male CEO characteristics have a positive effect on leverage.

### 3.5 Conceptual Framework of Research

A conceptual framework is used to explain the effect of independent variables on dependent, and control variable used in this study. The conceptual framework of this study can be seen in the figures below, which position the masculinity of male CEOs as an independent variable, leverage as a dependent variable, and size profitability, earnings management and research & development, as a control variable:

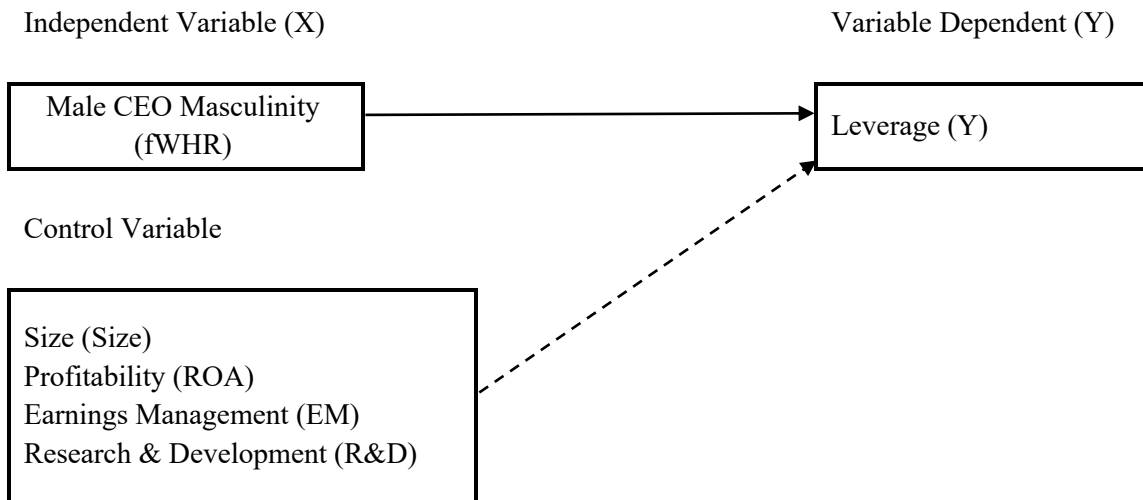


Figure 1: Conceptual Framework of Research

### 3.6 Research Hypothesis

#### 2.6.1 The Facial Masculinity of Male CEOs Affects Leverage

According to (Jensen & Meckling, 1976) an agency relationship arises when shareholders hire male CEO characteristics as agents to provide services and then transfer the decision-making power. In practice, characteristics of male CEOs as a company manager know more about internal current information and prospects of the company than shareholders do. As a consequence, the characteristics of a male CEOs as an agent must provide information about the company's condition to shareholders, but the information conveyed by the characteristics of a male CEOs as an agent is sometimes not by the actual conditions of the company (Jensen & Meckling, (1976)

From the perspective of behavioral consistency theory (Epstein, (1979), the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and confidence influences leverage. Male CEOs' masculinity has a positive influence on leverage. As suggested by (Kamiya et al., 2018), the facial masculinity of male CEOs has a positive effect on leverage. Meanwhile, (Cronqvist et al.,2012; Huang et al., 2013; Malmendier et al, 2011) provide empirical evidence that male CEO characteristics have a positive effect on leverage. According to (Chava et al., (2010) the characteristics of male CEOs are connected with leverage. By combining all the above arguments, the following hypothesis is proposed in this study:

*H<sub>1</sub>: The Facial Masculinity of Male CEOs Positively Affects Leverage*

### 3. Methodology

#### 3.1 Types and Approaches to Research

This research uses a quantitative approach to give meaning to the interpretation of statistical figures (Aliyyah, Siswomihardjo, et al., 2021; Prasetyo et al., 2021). The research aimed to provide empirical evidence of the effect of male CEO masculinity on leverage. Explanatory research is used in the design process (Endarto, Taufiqurrahman, Kurniawan, et al., 2021; Indrawati et al., 2021). Companies listed on the Indonesia Stock Exchange from 2016 to 2021 were used in the population and research samples. The researchers collected data from the Indonesia Stock Exchange website and company websites, as well as Google searches, to obtain figures of faces identified as male CEOs

within a period between 2016 and 2021. Regression ordinary least square (OLS) with Stata Software was used to analyze the data in this study. One of the regression completion procedures, Stata has a high degree of flexibility in research that connects theories, concepts, and data that can be done on variables in research.

### 3.3 Operational Definition and Measurement

Male CEOs' masculinity is the independent variable, leverage is the dependent variable, and the variable of size, profitability, earnings management and research & development is the control variable.

#### 3.2.1 Variable Independent (fWHR)

Independent variable is a variable that can affect other variables (Abadi et al., 2021; Aliyyah, Prasetyo, et al., 2021) This study used male CEO masculinity facial variables as the independent variable. The facial masculinity is a concept of masculine behavior that exists in men having implications on aggressive behavior, having a tough character, having a tendency to be emotional in carrying out their actions (Jewitt, 1997). ImageJ software was used to measure male CEOs' facial masculinity variables, this study changed the male CEO's face figure to a gray-scale figure with a height of 8 bits (Kamiya et al., 2018).

For the face of each male CEO inside the ImageJ software, the researchers selected a location in the face figure and dragged the mouse to another location to measure the distance, the vertical line size represents the distance between the upper lip and the highest point of the eyelid. The horizontal line represents the maximum distance between the left and right cheeks, while the vertical line represents the minimum length (Kamiya et al., (2018). Therefore, the study independently provided photo quality scores from zero to three based on the following guidelines:

- 0: Poor posture in which (1) only one ear is visible due to the person's sideways posture; or (2) the photographer photographed the face figure from below or above, causing face height measurement problematic.
- 1: One ear seems to be perfect, but because the person is facing to the side, only half of the other ear is visible.
- 2: The person looks straight ahead and both ears are visible with roots on the face.
- 3: Perfect posture, with both ears clearly visible to the roots, and the person is looking straight ahead.

Based on the criteria of (Kamiya et al., 2018), the study used quality scores of two and three. The measurement scale of this study used the percentage ratio scale which can be seen in the following figure:

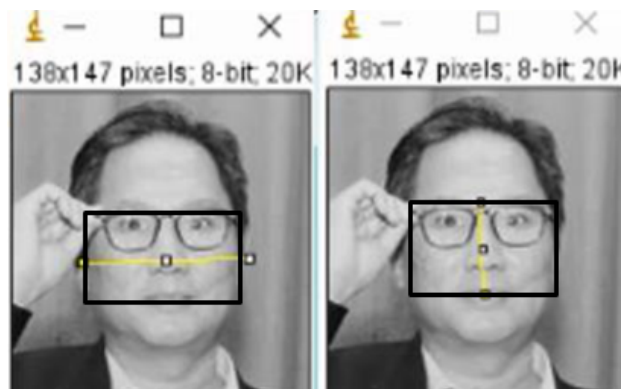


Figure 2: Male CEO Masculinity Face Measurements (fWHR)

## Description

- Horizontal line : Represents the maximum distance between the left and right cheeks.
- Vertical Line : Represents the distance between the upper lip to the highest point of the eyelid

### 3.2.2 Dependent Variable (Y)

Dependent variable is a variable whose value cannot be affected by other variables (Kalbuana, Prasetyo, et al., 2021; Kalbuana, Suryati, et al., 2021). The dependent variable in this study is leverage. Leverage illustrates the division of total liabilities by total assets. This financial ratio explains the amount of assets owned by companies financed by liabilities. The greater the value of the liability, the bigger the impact felt by investors in receiving the profits (Kamiya et al., 2018). Leverage measurement is the result of the division of total liabilities by total assets (Kamiya et al., 2018). This research measurement scale uses a percentage ratio scale with the following formula:

$$\text{Leverage} = \frac{\text{Total Liability}}{\text{Total asset}}$$

Description:

- Leverage<sub>i,t</sub> = Leverage i in the year to t
- Total Liabilitas<sub>i,t</sub> = Total liabilities of the company i in the year to t
- Total Assets<sub>t</sub> = Total assets of the company i in the year to t

### 3.2.4 Control Variable

Control variable is a variable used to control causal relationships to better obtain a more complete and better empirical model (Kalbuana, Prasetyo, et al., 2021; Kalbuana, Suryati, et al., 2021). As a result, variables can affect the indications that are being studied. The control variable used in this study is size, profitability, earnings management and .

#### 3.2.3.1 Size (Size)

Size is a value that can classify a company into large or small types that are sourced on total assets, and log size. Larger total asset indicates a larger the size. The larger the size, the more complete the transactions being carried out. (Luwihono et al., 2021; Prabowo et al., 2020). (Shabbir et al., 2021; Susanto et al., 2021) describe the size measurement scale using firm size with the following formula:

$$\text{SIZE} = \text{Ln total asset}$$

#### 3.2.3.2 Profitability (ROA)

Profitability is a tool that can be used to evaluate if investments that have been invested by investors are able to provide profits as expected. The measurement of profitability used Return on assets (ROA) which describes the division of net profit divided by total assets (Juanamasta et al., 2019; Rusdiyanto, Agustia, et al., 2020; Rusdiyanto, Hidayat, et al., 2020). The measurement scale uses a percentage ratio scale, with the following formula:

$$\text{Return on asset} = \frac{\text{net profit}}{\text{Total asset}}$$

Description:

- Return on assets<sub>t</sub> = Return on company assets i in the year to t
- Net Profit<sub>t</sub> = Net profit of company i in the year to t
- Total assets<sub>t</sub> = Total assets of the company i in the year to t

#### 3.2.3.3 Earnings Management (EM)

Earnings Management on research using model measurement (Kothari et al., 2005) refinement of the model (Jones, 1991) by including return on assets, this model adds return on assets in the calculation of discretionary accruals, so as to be able to measure Earnings Management more

accurately. The measurement scale of this study uses a percentage ratio scale. Here's the model equation (Kothari et al., 2005) with the following formula:

- (1) Calculating TA (total accrual) i.e. net profit for year t less operating cash flow for year t with the following formula:

$$TAC = NI_{it} - CFO_{it}$$

The following is an estimate of total accrual (TA) using the Ordinary Least Square method:

$$\frac{TA_{it}}{A_{it-1}} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( \frac{\Delta REV_{it}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \epsilon$$

- (2) The NDA (non-discretionary accruals) are calculated using the formula above, which includes the regression coefficient.:

$$NDA_{it} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( -\frac{\Delta REV_{it}}{A_{it-1}} - \frac{\Delta REC_{it}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \beta_4 \left( \frac{ROA_{it}}{A_{it-1}} \right) + \epsilon$$

- (3) Finally, the formula for determining DA (discretionary accruals) as a metric of Earnings Management is as follows:

$$DA_{it} = \frac{TA_{it}}{A_{it-1}} - NDA_{it}$$

Description:

$NDA_{it}$	=	Non Discretionary Accruals of the corporation i in the period of years t
$TAC_{it}$	=	Total accruals of the corporation i in the time/period t
$NI_{it}$	=	Net profit of the corporation i in the time/period of years t
$CFO_{it}$	=	Corporation's operating cash flow in year t
$A_{it-1}$	=	Total assets of corporation i in the time/period t-1
$\Delta Rev_{it}$	=	The revenue of the corporation i in year t is reduced by the revenue company I in year t-1
$PPE_{it}$	=	Fixed assets of the corporation i in the time/period t
$DA_{it}$	=	Discretionary accruals of the corporation i in the time/period to t
$\Delta Rec_{it}$	=	Accounts receivable of the corporation i in year t minus the income of the corporation i in year t-1
$ROA_{it}$	=	Return on assets of the corporation i in the time/period d to t
$\epsilon$	=	Error

### 3.2.3.4 Research & Development (R&D)

Research & development are an investment made by the company on a new science basis, to produce more efficient products based on existing resources (Tuna et al., 2015). Research & development are measured using the research & development cost intensity ratio (Padgett & Galan, 2010; Arifian & Yuyetta, 2012) with the following formula:

$$R\&D = \frac{\text{Total Research \& Development Expenditure}}{\text{Sales}}$$

Description:

Research & Development <sub>i,t</sub>	=	Research & Development i in year t
Total Research & Development Expenditure <sub>i,t</sub>	=	Total Research & Development Expenditure i in year t
Sales <sub>i,t</sub>	=	Sales i in year ke t

### 3.3 Data Analysis Techniques

Data analysis is part of the data testing process after the selection and collection stage of research data. Data analysis is interpreted as estimating or determining the magnitude of the quantitative influence of the change of an event on something else, as well as predicting or estimating other events (Sudaryanto et al., 2022; Utari, Sudaryanto, et al., 2021).



### 3.3.1. Descriptive Statistics

Descriptive statistics are statistics that can illustrate the research object through analytical data, without doing analysis (Prasetyo, Aliyyah, Rusdiyanto, Utari, et al., 2021; Utari, Iswoyo, et al., 2021) from the data of male CEO facial masculinity variable, leverage variable, size variable, profitability variable (ROA), earnings management variable and Research & Development variable.

### 3.3.2. Pearson Correlation Test

Parson correlation testing is used to look at the relationship between an independent variable and a dependent variable by assuming the Pearson correlation of the data is normally distributed (Prasetyo, Aliyyah, Rusdiyanto, Nartasari, et al., 2021; Rusdiyanto et al., 2021). Correlation testing produces positive (+) and negative (-) numbers. If the correlation value is positive, it means that the variables move in the same direction, meaning that when the independent variable is large, the dependent variable is also getting bigger. If the value is negative, it means that the variables move in the opposite directions, meaning that if the value of the independent variable is large, then the dependent variable is getting smaller. Correlation numbers range from 0-1 (Endarto, Taufiqurrahman, Suhartono, et al., 2021; Prasetyo, Aliyyah, Rusdiyanto, Kalbuana, et al., 2021). Pearsonr correlation formulation is as follows:

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\} \{n \sum Y^2 - (\sum Y)^2\}}}$$

Description:

- r = Correlation value
- X = Variable X
- Y = Variable Y

### 3.3.3 Research Regression Model

Regression analysis is used to find out how close the relationship between one variable and another variable is. The regression analysis has a function to predict the value of independent variable (Y) if the dependent variable (fWHR) is changed (Prasetyo, Aliyyah, Rusdiyanto, Nartasari, et al., 2021; Rusdiyanto et al., 2021). The method used in this study was panel data regression analysis. Panel data is also called pool data, longitudinal data, and micro panel data. The panel data regression analysis was used to examine the influence of male CEOs' facial masculinity (fWHR) on leverage (Y). Based on the independent variables and dependent variables that have been described, an equation model is obtained that will be used as follows:

$$LEV_{i,t} = \beta_0 + \beta_1 fWHR_{i,t} + \beta_2 Size_{i,t} + \beta_3 ROA_{i,t} + \beta_4 EM_{i,t} + \beta_5 R\&D_{i,t} + \varepsilon \dots\dots\dots(1)$$

To explain the model of the facial masculinity of male CEOs, variables of leverage, size, profitability, earnings management and research & development can be explained as follows:

**Table 1: Variable Description**

Information	Description
i	= Company cross-section data
t	= Company time-series data
LEV	= Leverage
fWHR	= The Facial Masculinity of a Male CEO
Size	= Company Size
ROA	= Profitability
EM	= Earnings Management
R&D	= Research & Development
α	= Constanta

Information	Description
$\beta_1, \beta_2, \beta_3$	= Coefisien regresi variabel LEV, fWHR, control, Size, ROA, EM, R&D
$\epsilon$	= Error

## 4. Research and Discussion Results

### 4.1 Descriptive Statistics of Variables

The results of descriptive statistics can be presented with minimum, maximum, mean, and standard deviation of the variables studied from the sample companies. In addition to presenting based on a sample of all companies listed on the Indonesia Stock Exchange from 2016 to 2021, the figure also shows the testing of this sample based on the company:

**Table 2: Descriptive Statistics**

Variables Dependent	Obs	Mean	Std. Dev.	Min	Max	p1	p99	Skew.	Kurt.
Leverage	1925	.482	.246	.000	.990	.010	.930	-.041	2.107
Variables Independent	Obs	Mean	Std. Dev.	Min	Max	p1	p99	Skew.	Kurt.
fWHR	1781	2.086	6.287	.110	.267	1.340	2.790	42.038	1771.784
Variables Control	Obs	Mean	Std. Dev.	Min	Max	p1	p99	Skew.	Kurt.
Size	1925	23.120	5.011	11.862	31.592	12.927	30.952	-.269	1.746
ROA	1925	.078	.108	.000	.925	.001	.528	3.626	20.785
Earnings Management	1925	.003	.007	.000	.046	.000	.036	3.132	12.117
R&D	170	15.234	2.549	6.234	21.802	6.491	21.797	-.190	4.575

The table output variables dependent data above shows the number of observations (N) was 1925. From these 1925 observations, the leverage value minimum was .000, and the leverage value maximum was 0.990. The mean value of 1925 observations or the mean was of 0.482 with a standard deviation of 0.245. The table variables independent output data above shows the number of observations (N) was 1781. From these 1781 observations, the value of male CEOs' facial masculinity minimum was 0.110, and the value of male CEOs' facial masculinity maximum was .267. The mean value of 1781 observations or the mean was of 2.086 with a standard deviation of 6.287. The table variables control output data above shows the number of observations (N) was 1925. From these 1925 observations, the size value (minimum) was 11.862, and the size value (maximum) was 31.592, The average value of 1925 observations or the mean was of 23.120 with a standard deviation of 5.011, Based on the table output data above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the profitability value (ROA) minimum was .000, and the profitability value (ROA) maximum was 0.925, the average value of 1925 observations or the mean was of 0.078 with a standard deviation of 0.108, Based on the table output data above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the Earnings management minimum was .000, and the Earnings management maximum was 0.046, the average value of 1925 observations or the mean was of 0.003 with a standard deviation of 0.007, Based on the table output data above, it can be seen that the number of observations (N) was 170. From these 170 observations, the research & development minimum was 5.234, and the research & development maximum was 21.502, the average value of 170 observations or the mean was of 15.234 with a standard deviation of 2.549.

### 4.2 Pearson Correlation Test

Pearson's correlation test was done to see how strong or how weak the relationship between the facial masculinity of male CEOs and leverage. In this test, if the Pearson correlation value (r) is above 0.05 (5%), it means that there is a strong relationship between the facial masculinity of male CEOs

to leverage, but if the Pearson correlation value is below 0.05 (5%), then it means that the relationship between the facial masculinity of male CEOs and leverage is said to be weak.

**Table 3: Pearson Correlation Test**

Variables	(1)	(2)	(3)	(4)	(5)	(6)
(1) Leverage	1.000					
(2) CEO masculinity (fWHR)	0.006 (0.809)	1.000				
(3) Size	-0.189 (0.000)	-0.038 (0.104)	1.000			
(4) Profitability (ROA)	-0.147 (0.000)	0.001 (0.953)	-0.077 (0.001)	1.000		
(5) Earnings Management	0.111 (0.000)	0.059 (0.013)	-0.055 (0.016)	-0.042 (0.068)	1.000	
(6) Research & development	0.151 (0.049)	-0.086 (0.278)	-0.206 (0.007)	0.246 (0.001)	0.001 (0.985)	1.000

Variables	(1)	(2)	(3)	(4)	(5)	(6)
(1) Leverage	1.000					
(2) CEO masculinity (fWHR)	0.006	1.000				
(3) Size	-0.189*	-0.038	1.000			
(4) Profitability (ROA)	-0.147*	0.001	-0.077*	1.000		
(5) Earnings Management	0.111*	0.059	-0.055	-0.042	1.000	
(6) Research & development	0.151	-0.086	-0.206*	0.246*	0.001	1.000

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Based on the table above, it can be interpreted that the leverage variable, the facial masculinity of male CEOs, size, Profitability (ROA), earnings management and Research & development have a value above 0.05 (5%). Thus, it explains that all variables are declared to be valid to be used in model testing. The reliability test results above explain the value of above 0.05 (5%). This proves that all variables used are reliable and produce the same results when tested.

#### 4.3 Goodness of Fit Model Testing

Hypothesis testing in research is very important, it can determine whether the research conducted is scientific enough or not. To find out the feasibility of the model scientifically, based on the results of three tests that have been tested Chow-test, Lagrange multiple test, and Hausman test, the model that fits the hypothesis proposed is the estimated pooled least square (PLS) model with the following output results:

**Table 4: Goodness of Fit Model Testing**

VARIABLES	(1)	(2)	(3)
	OLS	OLS	OLS
CEO masculinity (fWHR)	0.002**	-0.000**	-0.003**
	[0.000]	[0.000]	[0.000]
Size (Size)		-0.009***	-0.009***
			[0.001]
Profitability (ROA)			-0.363***
		[0.070]	[0.070]
Earnings management (EM)			5.160*
			(2.820)
Research & development (R&D)			0.020***
			(0.010)
Constant	0.487***	0.724***	0.709***
	[0.006]	[0.027]	[0.027]
Observations	1,781	1,781	1,781
R-squared	0.000	0.059	0.069

Standard errors in parentheses \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

#### 4.4 Discussion of Research Results

The probability result of Prob>F was  $0,000 \leq 0.05$  (5%), showing that if taken together, the value of regression coefficient is significant, which means that the facial masculinity of male CEOs affects leverage. The R<sup>2</sup> value was 0.069, indicating that the male CEO's masculinity on the leverage had a determination level of 0.069. This means that the facial masculinity of male CEOs can be explained by the 0.0687 of variability of leverage. The discussion of the research findings is an analysis of the suitability of previous theories, opinions, or research that has been put forward by the findings of past research to overcome phenomena in this study. The followings are the main parts that can be discussed in the analysis of the findings of this study:

##### 4.4.1 Findings: The Facial Masculinity of Male CEOs Negatively Affects Leverage

The facial masculinity of the male CEOs shows that the estimated negative coefficient is not in accordance with the initial hypothesis. The results of the  $t_{\text{test}}$  explain that the facial masculinity of male CEOs had a negative and significant effect on leverage at the significance level of p-value  $0.000 \leq 0.05$  (5%). Furthermore, regarding the magnitude of the influence of male CEOs' masculinity on leverage, it can be seen from the regression coefficient value of male CEOs' masculinity of -.002. This explains that when the male CEOs' facial masculinity increases by 1 percent, leverage will decrease by -.002.

The findings of empirical testing indicate that higher level of male CEOs' facial masculinity affect the decrease of the leverage, and vice versa, lower facial masculinity of male CEOs has an impact on the increase of leverage. Hence, the empirical findings do not support **the proposed hypothesis that the facial masculinity of male CEOs has a positive effect on leverage, the Accepted Hypothesis is (p-value  $0.000 \leq 0.05$  (5 %))**. The initial hypothesis was submitted based on previous research findings that lead to positive result (Jia et al., 2014; Kamiya et al., 2018). The empirical findings contradict the initial hypothesis because the coefficient results of the male CEOs' facial masculinity in Indonesia and the coefficient those of the male CEOs' facial masculinity in the United States are in the opposite directions. The coefficient of determination's negative result suggests that the masculinity of Indonesia's male CEOs is in the opposite direction of the masculinity of male CEOs in the United States. The difference in the findings of these scientific investigations

will have an impact on masculine behavior, influencing the masculinity of male CEOs in policy making.

The findings of this empirical study are different from the findings of previous studies (Kamiya et al., 2018). The results of a study conducted in the United States from 1993 to 2008 revealed that the facial masculinity of male CEOs has a positive effect on leverage, meaning that the higher the facial masculinity of male CEOs, the higher the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the lower the leverage is. Meanwhile, an empirical study in Indonesia for the sampling period of 2016-2021 reveals that the facial masculinity of male CEOs negatively affects the leverage, suggesting that the higher the facial masculinity of male CEOs the lower the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the higher the leverage is.

The findings are backed by a behavioral consistency theory that explains how the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, seen through the perspective of behavioral consistency theory (Epstein, 1979). While agency theory mainly is concerned with the form of agreement between shareholders in combination with the characteristics of a male CEO as an agent in managing the firm, the characteristics of a male CEO as an agent bear a significant amount of responsibility for the company's success. Shareholders hire male CEOs as agents to provide services and then delegate authority to them in decision-making, according to (Jensen & Meckling, 1976). In practice, a male CEO's characteristics as an agent as in managing the company know much more internal information and future company's prospects than shareholders do. As a consequence, the characteristics of male CEOs as agents have a responsibility to give shareholders relevant information about the company's condition

According to (Kamiya et al., 2018) higher facial masculinity of male CEOs has an impact on increasing leverage, and lower facial masculinity of male CEOs has an impact on decreasing leverage. Financing decisions are focused on leverage policies, and high leverage can increase company's liabilities. Male CEOs with such a higher characteristic value have higher leverage, whereas male CEOs with such a lower characteristic value have lower leverage (Cronqvist et al., 2012; Huang et al., 2013; Malmendier et al, 2011; Chava et al., 2010).

## **5. Conclusion**

The higher the masculinity value of the male CEO's face, the lower the leverage value, and conversely the lower the masculinity value of the male CEO's face, the higher the leverage value. Behavioral consistency theory argues that the masculinity of the male CEO's face affects leverage. Meanwhile, agency theory explains the role of male CEO characteristics in making policies regarding leverage. Meanwhile, ImageJ software supports empirical findings that male CEO facial masculinity affects leverage, and the presence of male CEO characteristics is supported by agency theory and behavioral consistency theory.

This study has limitations that are unavoidable, the disclosure of limitations has the aim of filling the empty space of the limitations of this study: The elements in conducting content analysis determine the measurement of the masculinity face value of male CEOs using imageJ software cannot distinguish modified male CEO images, taking pictures of male CEOs was obtained from the company's annual report in the 2016-2021 period and the use of male CEO image searches on Google. The sample in this study was limited to taking pictures of male CEOs found in the company's annual report in the 2016-2021 period and using male CEO image searches Googled, researchers could not distinguish the image of a male CEO that had gone through modifications.

These empirical findings have implications for company management as policy-making regarding the face of male masculinity has an impact on leverage policy, so that the empirical findings can be used by company management and the government as leverage policy makers. These findings

provide empirical evidence in the field of behavioral accounting by looking at the face of masculinity as a determinant of corporate leverage. Furthermore, it enriches empirical findings in the field of behavioral accounting and becomes a reference for conducting future research

### 5.1 Author Contributions:

Conceptualization, N.F.A and R.; investigation, M. and R.; writing—preparation of original draft, I.K.B; writing—reviews and editing, R. and M.; supervision, I.K.B.; project administration, N.F.A.; fund acquisition, N.F.A, and I.K.B All authors have read and approved the published version of the manuscript.

### 5.2 Funding:

This work has been carried out with support provided by the Indonesia School of Economics (STIESIA) Surabaya, Jl. Menur Pumpungan No.30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia

### 5.3 Data Availability Statement:

The study did not involve any data sets and the articles collected were sourced from <https://www.scopus.com/home.uri>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022.

### 5.4 Declaration of Conflicting Interests:

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

### References

- Abadi, S., Endarto, B., Taufiqurrahman, Aji, R. B., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Purwati, A., Wijaya, A. U., Rusdiyanto, & Kalbuana, N. (2021). Indonesian Desirous Finality Of The Community In Regard. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–10.
- Asyik, N. F., Wahidahwati, & Laily, N. (2022). The Role of Intellectual Capital in Intervening Financial Behavior and Financial Literacy on Financial Inclusion. *WSEAS Transactions on Business and Economics*, 19, 805–814. <https://doi.org/10.37394/23207.2022.19.70>
- Adams, R. B., & Ragunathan, V. (2017). Lehman Sisters. *Working Paper*, 1–57. <https://doi.org/10.2139/ssrn.3046451>
- Aliyyah, N., Prasetyo, I., Rusdiyanto, R., Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, C., Mulyani, S., Grahani, F. O., Rochman, A. S., Kalbuana, N., Hidayat, W., & Tjaraka, H. (2021). What Affects Employee Performance Through Work Motivation? *Journal of Management Information and Decision Sciences*, 24, 1–14. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85110461420&partnerID=40&md5=4b5e50800f8866ccdd52682c4b5a73f4>
- Aliyyah, N., Siswomihardjo, S. W., Prasetyo, I., Rusdiyanto, P., Rochman, A. S., & Kalbuana, N. (2021). THE EFFECT OF TYPES OF FAMILY SUPPORT ON STARTUP ACTIVITIES IN INDONESIA WITH FAMILY COHESIVENESS AS MODERATION. *Journal of Management Information and Decision Sciences*, 24(Special Is), 1–15.
- Alrajih, S., & Ward, J. (2014). Increased facial width-to-height ratio and perceived dominance in the faces of the UK's leading business leaders. *British Journal of Psychology*, 105(2), 153–161. <https://doi.org/10.1111/bjop.12035>
- Benmelech, E., & Frydman, C. (2013). Military CEOs. *Journal of Financial Economics*, 117(1), 43–59. <https://doi.org/10.1016/j.jfineco.2014.04.009>
- Bernile, G., Bhagwat, V., & Rau, P. R. (2015). What Doesn't Kill You Will Only Make You More Risk-Loving: Early-Life Disasters and CEO Behavior. *Working Paper*, 1–72.

<https://doi.org/10.1111/jofi.12432>.This

- Bertrand, M., & Schoar, A. (2003). Managing With Style: The Effect Of Managers On Firm Policies. *The Quarterly Journal of Economics*, *CXVIII*(4), 1169–1208.
- Bos, P. A., Hermans, E. J., Ramsey, N. F., & Van Honk, J. (2012). The neural mechanisms by which testosterone acts on interpersonal trust. *NeuroImage*, *61*(3), 730–737. <https://doi.org/10.1016/j.neuroimage.2012.04.002>
- Cain, M. D., & McKeon, S. B. (2016). CEO Personal Risk-Taking and Corporate Policies. *Journal of Financial and Quantitative Analysis*, *51*(1), 139–164. <https://doi.org/10.1017/S0022109016000041>
- Campbell, T. C., Gallmeyer, M., Johnson, S. A., Rutherford, J., & Stanley, B. W. (2011). CEO optimism and forced turnover. *Journal of Financial Economics*, *101*(3), 695–712. <https://doi.org/10.1016/j.jfineco.2011.03.004>
- Carré, J. M., & McCormick, C. M. (2008). In your face: Facial metrics predict aggressive behaviour in the laboratory and in varsity and professional hockey players. *Proceedings of the Royal Society B: Biological Sciences*, *275*(1651), 2651–2656. <https://doi.org/10.1098/rspb.2008.0873>
- Chava, S., & Purnanandam, A. (2010). CEOs versus CFOs: Incentives and corporate policies. *Journal of Financial Economics*, *97*(2), 263–278. <https://doi.org/10.1016/j.jfineco.2010.03.018>
- Christiansen, K., & Winkler, E. -M. (1992). Hormonal, anthropometrical, and behavioral correlates of physical aggression in !Kung San men of Namibia. *Aggressive Behavior*, *18*(4), 271–280. [https://doi.org/10.1002/1098-2337\(1992\)18:4<271::AID-AB2480180403>3.0.CO;2-6](https://doi.org/10.1002/1098-2337(1992)18:4<271::AID-AB2480180403>3.0.CO;2-6)
- Cronqvist, H., Makhija, A. K., & Yonker, S. E. (2012). Behavioral consistency in corporate finance: CEO personal and corporate leverage. *Journal of Financial Economics*, *103*(1), 20–40. <https://doi.org/10.1016/j.jfineco.2011.08.005>
- Doukas, J. A., & Petmezas, D. (2007). Acquisitions, overconfident managers and self-attribution bias. *European Financial Management*, *13*(3), 531–577. <https://doi.org/10.1111/j.1468-036X.2007.00371.x>
- Dewianawati, D., & Asyik, N. F. (2021). The impact of climate on price fluctuations to the income of leek farmers in Sajen village, Pacet, Mojokerto. *International Journal of Business Continuity and Risk Management*, *11*(2–3), 247–262. <https://doi.org/10.1504/IJBCRM.2021.116283>
- Eisenegger, C., Naef, M., Snozzi, R., Heinrichs, M., & Fehr, E. (2010). Prejudice and truth about the effect of testosterone on human bargaining behaviour. *Nature*, *463*(21), 356–359. <https://doi.org/10.1038/nature08711>
- Eisenhardt, K. M. (1989). Agency theory: An assessment and review. *Academy of Management Review*, *14*(1), 57–74.
- Endarto, B., Taufiqurrahman, Kurniawan, W., Indriastuty, D. E., Prasetyo, I., Aliyyah, N., Endarti, E. W., Abadi, S., Daim, N. A., Ismono, J., Aji, R. B., Rusdiyanto, & Kalbuana, N. (2021). GLOBAL PERSPECTIVE ON CAPITAL MARKET LAW DEVELOPMENT IN INDONESIA. *Journal of Management Information and Decision Sciences*, *24*(Special Issue 1), 1–8. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85113411656&partnerID=40&md5=1074bd3526601cda4a86fbd7b52d1bd>
- Endarto, B., Taufiqurrahman, Suhartono, S., Setyadi, S., Abadi, S., Aji, R. B., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Rusdiyanto, & Kalbuana, N. (2021). The Obligations Of Legal Consultants In The Independent Legal Diligence Of The Capital Market Supporting Proportion Of Legal Prepparement. *Journal of Legal, Ethical and Regulatory Issues*, *24*(Special Is), 1–8.
- Epstein, S. (1979a). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, *37*(7), 1097.

- Epstein, S. (1979b). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 37(7), 1097–1126. <https://doi.org/10.1037/0022-3514.37.7.1097>
- Folstad, I., & Karter, A. J. (1992). Parasites, bright males, and the immunocompetence handicap. *American Naturalist*, 139(3), 603–622. <https://doi.org/10.1086/285346>
- Gomulya, D., Wong, E. M., Ormiston, M. E., & Boeker, W. (2017). The role of facial appearance on CEO selection after firm misconduct. *Journal of Applied Psychology*, 102(4), 617–635. <https://doi.org/10.1037/apl0000172>
- Graham, J. R., Harvey, C. R., & Puri, M. (2013). Managerial attitudes and corporate actions. *Journal of Financial Economics*, 109(1), 103–121. <https://doi.org/10.1016/j.jfineco.2013.01.010>
- Hamada, R. S. (1972). The Effect of the Firm's Capital Structure on the Systematic Risk of Common Stocks. *The Journal of Finance*, 27(2), 435. <https://doi.org/10.2307/2978486>
- Hirshleifer, D., Low, A., & Teoh, S. H. (2012). Are Overconfident CEOs Better Innovators? *Journal of Finance*, 67(4), 1457–1498. <https://doi.org/10.1111/j.1540-6261.2012.01753.x>
- Huang, J., & Kisgen, D. J. (2013). Gender and corporate finance: Are male executives overconfident relative to female executives? *Journal of Financial Economics*, 108(3), 822–839. <https://doi.org/10.1016/j.jfineco.2012.12.005>
- Hanim, A., Zainuri, A., & Sudaryanto, S. (2019). Rationality of gender equality of Indonesian women migrant worker. *International Journal of Scientific and Technology Research*, 8(9), 1238–1242. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85073422762&partnerID=40&md5=4ea7c8f29260175800e799cf7bce0936>
- Indrawati, M., Utari, W., Prasetyo, I., Rusdiyanto, & Kalbuana, N. (2021). HOUSEHOLD BUSINESS STRATEGY DURING THE COVID 19 PANDEMIC. *Journal of Management Information and Decision Sciences*, 24(Special Is), 1–12.
- Jensen, M. C., & Meckling, W. H. (1976). Theory of The Firm : Managerial Behavior , Agency Costs and Ownership Structure. *Journal of Financial Economics*, 3, 305–360.
- Jewitt, C. (1997). Images of men: Male sexuality in sexual health leaflets and posters for young people. *Sociological Research Online*, 2(2). <https://doi.org/10.5153/sro.64>
- Jia, Yuping, Lent, L. Van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal of Accounting Research*, 1–63. <https://doi.org/10.1111/1475-679X.12065>.This
- Jia, Yuppeting, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1–63. <https://doi.org/10.1111/1475-679X.12065>.This
- Johnston, V. S., Hagel, R., Franklin, M., Fink, B., & Grammer, K. (2001). Male facial attractiveness: Evidence for hormone-mediated adaptive design. *Evolution and Human Behavior*, 22(4), 251–267.
- Juanamasta, I. G., Wati, N. M. N., Hendrawati, E., Wahyuni, W., Pramudianti, M., Wisnujati, N. S., Setiawati, A. P., Susetyorini, S., Elan, U., Rusdiyanto, R., Muharlisiani, L. T., & Umanailo, M. C. B. (2019). The role of customer service through customer relationship management (Crm) to increase customer loyalty and good image. *International Journal of Scientific and Technology Research*, 8(10), 2004–2007.
- Karimuna, L., Halim, Ansi, A., Marfi, W. E., Asyik, N., & Hasanuddin, L. (2021). Effects of maize flour substitution on the organoleptic characteristics and nutritional values of fried peanut products (*Arachys hypogaea* L.) applied by bokashi plus fertilizer in improved agroforestry system in Napabalano District, Muna Regency. *IOP Conference Series: Earth and Environmental Science*, 667(1). <https://doi.org/10.1088/1755-1315/667/1/012076>



- Kalbuana, N., Prasetyo, B., Asih, P., Arnas, Y., Simbolon, S. L., Abdusshomad, A., Kurnianto, B., Rudy, R., Kardi, K., Saputro, R., Yohana, Y., Sari, M. P., Zandra, R. A. P., Pramitasari, D. A., Rusdiyanto, R., Gazali, G., Putri, I. A. J., Nazaruddin, M., Naim, M. R., & Mahdi, F. M. (2021). Earnings Management Is Affected By Firm Size, Leverage And Roa: Evidence From Indonesia. *Academy of Strategic Management Journal*, 20(SpecialIssue2), 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85107756548&partnerID=40&md5=f648ed22972be531e4986f7c43a47ad4>
- Kalbuana, N., Suryati, A., Rusdiyanto, R., Azwar, A., Rudy, R., Yohana, Y., Pramono, N. H., Nurwati, N., Siswanto, E. H., Sari, M. P., Zandra, R. A., Abdusshomad, A., Kardi, K., Solihin, S., Prasetyo, B., Kurniawati, Z., Saputro, R., Taryana, T., Suprihartini, Y., ... Hidayat, W. (2021). Interpretation of Sharia Accounting Practices in Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85109955046&partnerID=40&md5=8f66a30f83e1efd68729c64f4c4bd33a>
- Kamiya, S., Kim, Y. H. (Andy), & Park, S. (2018a). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 239–270. <https://doi.org/10.1111/eufm.12175>
- Kamiya, S., Kim, Y. H. (Andy), & Park, S. (2018b). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 1–32. <https://doi.org/10.1111/eufm.12175>
- Kim, Y. Haan (Andy), Kamiya, S., & Park, S. (2017). The face of risk: CEO facial masculinity and firm risk. *Working Paper*, 11(04), 1–82. <https://doi.org/10.1111/eufm.12175>
- Kim, Y. Han (Andy). (2013). Self attribution bias of the CEO: Evidence from CEO interviews on CNBC. *Journal of Banking and Finance*, 37(7), 2472–2489. <https://doi.org/10.1016/j.jbankfin.2013.02.008>
- Lefevre, C. E., Lewis, G. J., Perrett, D. I., & Penke, L. (2013). Telling facial metrics: Facial width is associated with testosterone levels in men. *Evolution and Human Behavior*, 34(4), 273–279. <https://doi.org/10.1016/j.evolhumbehav.2013.03.005>
- Luwihono, A., Suherman, B., Sembiring, D., Rasyid, S., Kalbuana, N., Saputro, R., Prasetyo, B., Taryana, T., Suprihartini, Y., & Asih, P. (2021). Macroeconomic effect on stock price: Evidence from Indonesia. *Accounting*, 7(5), 1189–1202.
- Mahiswari, R., & Nugroho, P. I. (2014). Pengaruh mekanisme corporate governance, ukuran perusahaan dan leverage terhadap manajemen laba dan kinerja Keuangan. *Jurnal Ekonomi Dan Bisnis*, 17(1), 1–20.
- Malmendier, U., & Tate, G. (2005). CEO overconfidence and corporate investment. *Journal of Finance*, 60(6), 2661–2700. <https://doi.org/10.1111/j.1540-6261.2005.00813.x>
- Malmendier, U., Tate, G., & Yan, J. (2011). Overconfidence and Early-Life Experiences: The Effect of Managerial Traits on Corporate Financial Policies. *Journal of Finance*, 66(5), 1687–1733. <https://doi.org/10.1111/j.1540-6261.2011.01685.x>
- MAYANGSARI, V. (2001). *KUALITAS HUBUNGAN PEREMPUAN DENGAN PASANGAN DITINJAU DARI INTENSITAS HUBUNGAN DENGAN AYAH*. Prodi Psikologi Unika Soegijapranata.
- Pound, N., Penton-Voak, I. S., & Surridge, A. K. (2009). Testosterone responses to competition in men are related to facial masculinity. *Proceedings of the Royal Society B: Biological Sciences*, 276(1654), 153–159. <https://doi.org/10.1098/rspb.2008.0990>
- Prabowo, B., Rochmatulaili, E., Rusdiyanto, & Sulistyowati, E. (2020). Corporate governance and its impact in company's stock price: case study . *Utopia y Praxis Latinoamericana*, 25(Extra10), 187–196. <https://doi.org/10.5281/zenodo.4155459>

- Prasetio, J. E., Sabihaini, Bintarto, B., Susanto, A. A., Rahmanda, G. A., Rusdiyanto, Rochman, A. S., & Kalbuana, N. (2021). Corporate Social Responsibility Community Development And Empowerment Program In Indonesia. *Journal of Management Information and Decision Sciences*, 24(1), 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Kalbuana, N., & Rochman, A. S. (2021). Corporate Social Responsibility Practices In Islamic Studies In Indonesian. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Nartasari, D. R., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021). Impact Financial Performance to Stock Prices: Evidence From Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Chamariah, Syahrial, R., Nartasari, D. R., Yuventius, Wibowo, H., Sanjayanto, & Sulistiyowati. (2021). Discipline and work environment affect employee productivity: Evidence from Indonesia. *International Journal of Entrepreneurship*, 25(5).
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Kalbuana, N., & Rochman, A. S. (2021). Corporate Social Responsibility Practices In Islamic Studies In Indonesian. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Nartasari, D. R., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021a). Impact Financial Performance to Stock Prices: Evidence From Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, R., Nartasari, D. R., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021b). What Affects Audit Delay in Indonesia? *Academy of Entrepreneurship Journal*, 27, 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Suprapti, S., Kartika, C., Winarko, R., Chamariyah, Panglipursari, D. L., Muninghar, Halimah, N., Aminatuzzuhro, Indrawati, M., Hidayat, W., Harymawan, I., Tjahjadi, B., Supratiwi, W., Isnalita, Dianawati, W., Tjaraka, H., ... Al-asqolaini, M. Z. (2021). Performance Is Affected By Leadership And Work Culture: A Case Study From Indonesia. *Academy of Strategic Management Journal*, 20(SpecialIssue2), 1–15. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85107749489&partnerID=40&md5=5578365b48c8267934f48d9d9b4ff27e>
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Tjaraka, H., Kalbuana, N., & Rochman, A. S. (2021). Vocational Training Has An Influence On Employee Career Development: A Case Study Indonesia. *Academy of Strategic Management Journal*, 20(2), 1–14.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Utari, W., Suprapti, S., Kartika, C., Winarko, R., Chamariyah, Panglipursari, D. L., Muninghar, Halimah, N., Aminatuzzuhro, Indrawati, M., Junus, O., Herli, M., Hafidhah, Kustiningsih, N., Gazali, Kusuma, A., ... Kalbuana, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Issue 1), 1–11. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85112637316&partnerID=40&md5=477f478a74c0d8572d877139dd2fbda8>
- Putri, N. L. I., & Sudaryanto. (2018). Indonesia tourism in attracting foreign investors: The role of FDI. *International Journal of Scientific and Technology Research*, 7(4), 217–220. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85060171120&partnerID=40&md5=413d0a778589024dcc90ea543100f311>
- Prasetyo, I., Aliyyah, N., Rusdiyanto, Utari, W., Suprapti, S., Kartika, C., Winarko, R., Chamariyah,

- Panglipursari, D. L., Muninghar, Farid, M. M., & Kalbuana, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–11.
- Priono, H., Yuhertiana, I., Sundari, S., & Puspitasari, D. S. (2019). Role of financial management in the improvement of local government performance. *Humanities and Social Sciences Reviews*, 7(1), 77–86. <https://doi.org/10.18510/hssr.2019.7110>
- Rahma, R., Yuhertiana, I., & Sundari, S. (2016). The use of E-audit in increasing government audit finding. *Journal of Theoretical and Applied Information Technology*, 93(2), 449–460. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85002410237&partnerID=40&md5=db4d0b21cd82c554c605f68f6e61c66a>
- Rusdiyanto, Agustia, D., Soetedjo, S., & Septiarini, D. F. (2020). The effect of cash turnover and receivable turnover on profitability. *Opcion*, 36(Special Edition 26), 1417–1432.
- Rusdiyanto, Hidayat, W., Bahari, C., Susetyorini, Elan, U., Indrawati, M., Panglipursari, D. L., Aminatuzzuhro, & Gazali. (2021). Company Profitability is Influenced by sales and Administration & General Costs: Evidence from Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24.
- Rusdiyanto, Hidayat, W., Tjaraka, H., Septiarini, D. F., Fayanni, Y., Utari, W., Waras, Indrawati, M., Susanto, H., Tjahjo, J. D. W., Zainal, M., & Imanawati, Z. (2020). The effect of earning per share, debt to equity ratio and return on assets on stock prices: Case study Indonesian. *Academy of Entrepreneurship Journal*, 26(2), 1–10.
- Shabbir, M. S., Mahmood, A., Setiawan, R., Nasirin, C., Rusdiyanto, R., Gazali, G., Arshad, M. A., Khan, S., & Batool, F. (2021). Closed-loop supply chain network design with sustainability and resiliency criteria. *Environmental Science and Pollution Research*. <https://doi.org/10.1007/s11356-021-12980-0>
- Sadimantara, M. S., Asranudin, Holilah, Sadimantara, F. N., & Asyik, N. (2019). Physicochemical and antioxidant properties of red rice varieties of wakawondu and wangkariri from North Buton, Indonesia. *International Journal of Scientific and Technology Research*, 8(8), 1623–1627. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85073338871&partnerID=40&md5=cacd274f07dba56805c8b8414ca80060>
- Stirrat, M., & Perrett, D. I. (2010). Valid facial cues to cooperation and trust: Male facial width and trustworthiness. *Psychological Science*, 21(3), 349–354. <https://doi.org/10.1177/0956797610362647>
- Sudaryanto, S., Courvisanos, J., Dewi, I. R., Rusdiyanto, R., & Yuaris, J. R. (2022). Determinants of purchase intention during COVID-19: A case study of skincare products in East Java. *Innovative Marketing*, 18(1), 181–194. [https://doi.org/10.21511/im.18\(1\).2022.15](https://doi.org/10.21511/im.18(1).2022.15)
- Sudaryanto, S., Solihin, F., Wihelmina, I. D., & Wardana, F. R. (2020). The effect of exports on Indonesia economic growth: A review of previous research in international marketing. *International Journal of Scientific and Technology Research*, 9(2), 4341–4343. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85079840275&partnerID=40&md5=a320279e0b7f5c5bce5961c395a47c75>
- Sudaryanto, S., Subagio, N. A., Awaliyah, I. N., Wulandari, D., & Hanim, A. (2019). Influence of brand image, price and promotion on consumer's buying decision of fast moving consumer's goods with culture as a moderating variable in basmallah retail store in Indonesia. *International Journal of Scientific and Technology Research*, 8(3).
- Sudaryanto, Suroso, I., Pansiri, J., Umama, T. L., & Hanim, A. (2021). Impact of culture, brand image and price on buying decisions: Evidence from East Java, Indonesia. *Innovative Marketing*, 17(1),

130–142. [https://doi.org/10.21511/im.17\(1\).2021.11](https://doi.org/10.21511/im.17(1).2021.11)

- Susanto, H., Prasetyo, I., Indrawati, T., Aliyyah, N., Rusdiyanto, Tjaraka, H., Kalbuana, N., Syafi'ur Rochman, A., Gazali, & Zainurrafiqi. (2021). The impacts of earnings volatility, net income and comprehensive income on share price: evidence from Indonesia stock exchange. *Accounting*, 7(5), 1009–1016. <https://doi.org/10.5267/j.ac.2021.3.008>
- Tanjaya, F. L., & Santoso, E. B. (2020). Asosiasi Karakteristik CEO Terhadap Potensi Kesulitan Keuangan Perusahaan. *Media Akuntansi Dan Perpajakan Indonesia*, 1(2), 153–168.
- Tatiana, A., & Yuhertiana, I. (2014). Indonesian and Russian public sector accounting education: Difficulties, challenges, and effectiveness. *The Role of Service in the Tourism and Hospitality Industry - Proceedings of the 2nd International Conference on Management and Technology in Knowledge, Service, Tourism and Hospitality, SERVE 2014*, 85–90. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-84941992219&partnerID=40&md5=f763e5b428ed292d41994acc8f9a859d>
- Utari, W., Iswoyo, A., Chamariyah, Waras, Mardiana, F., Rusdiyanto, & Hidayat, W. (2021). Effect Of Work Training, Competency and Job Satisfaction on Employee Productivity: A Case Study Indonesia. *Review of International Geographical Education Online*, 11(4), 696–711. <https://doi.org/10.33403/rigeo.8006783>
- Utari, W., Sudaryanto, Jannah, N., Sobakh, N., & Rusdiyanto. (2021). Consumer interest with regard to product completeness, promotion and location: The case of Indonesia | Купівельний інтерес у контексті повноти товару, його просування на ринку й місцезнаходження: приклад Індонезії | Покупательский интерес в контексте полн. *Economic Annals-XXI*, 188(3–4), 127–133. <https://doi.org/10.21003/ea.V188-15>
- Verdonck, A., Gaethofs, M., Carels, C., & Zegher, F. De. (1999). Effect of low-dose testosterone treatment on craniofacial growth in boys with delayed puberty. *European Journal Orthodontics*, 21, 137–143.
- Wong, E. M., Ormiston, M. E., & Haselhuhn, M. P. (2011). A face only an investor could love: CEOs' facial structure predicts their firms' financial performance. *Psychological Science*, 22(12), 1478–1483. <https://doi.org/10.1177/0956797611418838>
- Yuhertiana, I. (2011a). A gender perspective of budgetary slack in east Java local government. *International Research Journal of Finance and Economics*, 78, 114–120. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-81355142353&partnerID=40&md5=80bc9730978f75cd2d2d8f911f5176b8>
- Yuhertiana, I. (2011b). Personal development as a solution of post-doctoral problem in Indonesia: A literature review. *European Journal of Economics, Finance and Administrative Sciences*, 41, 48–53. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-82155187115&partnerID=40&md5=f2f10defca888f1f80782ccdc845a186>
- Yuhertiana, I., Arief, L., Akbar, F. S., Puspitasari, D. S., & Popoola, O. M. J. (2020). Government internet financial reporting in the African countries. *International Journal of Advanced Science and Technology*, 29(5), 2077–2085. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85083715837&partnerID=40&md5=3c4a547cb5c187921510d5b9a69f6094>
- Yuhertiana, I., Bastian, I., & Sari, R. P. (2019). Financial information and voter's decisions on local government elections. *International Journal of Innovation, Creativity and Change*, 6(9), 245–261. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85074266851&partnerID=40&md5=a1c6f5c0b9101cf914ffecf331befa3d>
- Yuhertiana, I., Izaak, W. C., & Arifin, J. (2020). E-government and e-finance on African countries. *Journal of Advanced Research in Dynamical and Control Systems*, 12(6 Special Issue), 184–

204. <https://doi.org/10.5373/JARDCS/V12SP6/SP20201023>

Yuhertiana, I., Patrioty, C. N., & Mohamed, N. (2019). The moderating effect of organizational changes on the influence of ethical decision making on public sector internal auditor performance. *Contemporary Economics*, 13(4), 480–493. <https://doi.org/10.5709/ce.1897-9254.327>

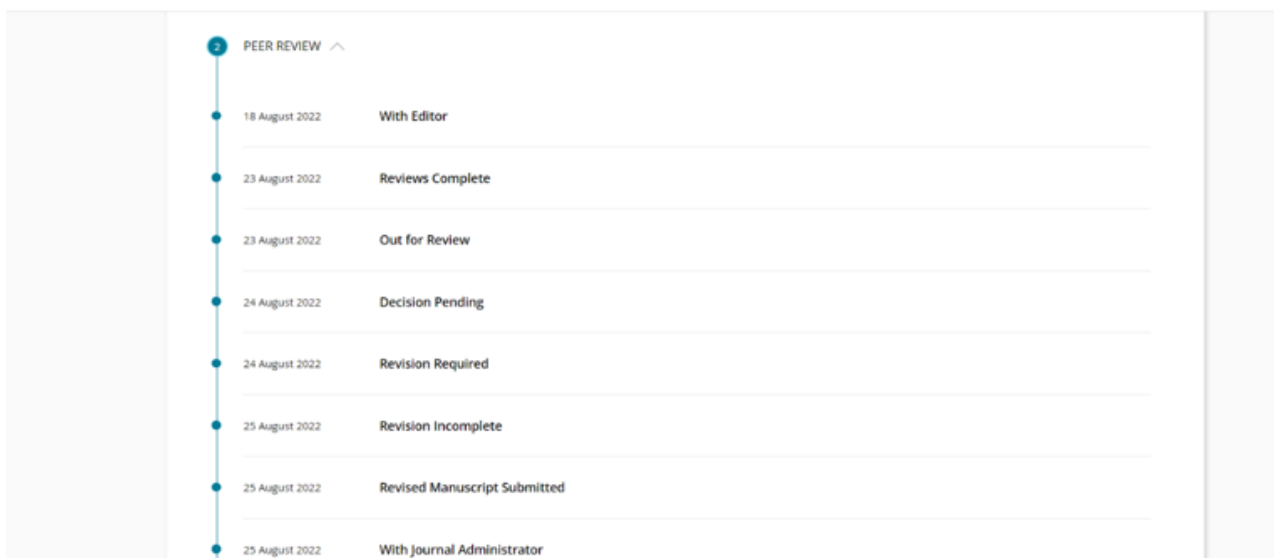
Yuping Jia, Lent, L. Van, & Zang, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Accounting Research*, 4, 1–63. <https://doi.org/10.1111/1475-679X.12065>.

Wijaya, E., Asyik, N. F., Budiyanto, Chandra, T., & Priyono. (2020). Company's supply chain strategy in internal factors to predict capital structure and profitability on manufacturing sector. *International Journal of Supply Chain Management*, 9(1), 559–567. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85080925563&partnerID=40&md5=bcc2780b70d71a6522ee8a0b814af731>

### Bukti berkas Revisi disubmit disytem



HL Nur Fadrih



### Bukti klarifikasi dari email tanggal 26 Agustus 2022

**Revised submission received for Cogent Business & Management (Submission ID: 228530290.R1)**

Dear Nur Fadrih Asyik,

Thank you for submitting your revised manuscript.

Submission ID	228530290
Manuscript Title	The Impact of a Male CEO's Facial Masculinity on Leverage
Journal	Cogent Business & Management

Kotak Masuk 1.799

Berbintang

Ditunda

Ter kirim

Draf 179

Selengkapnya

Label +

ibnusaaid@kbricph.dk

Media existama

MexisTek

Manuscript Title **The Impact of a Male CEO's Facial Masculinity on Leverage**  
Journal **Cogent Business & Management**

You can check the progress of your submission, and make any requested revisions, on the [Author Portal](#).

Thank you for submitting your work to our journal.  
If you have any queries, please get in touch with [OABM-peerreview@journals.tandf.co.uk](mailto:OABM-peerreview@journals.tandf.co.uk).

Kind Regards,  
*Cogent Business & Management* Editorial Office

Taylor & Francis is a trading name of Informa UK Limited, registered in England under no. 1072954.  
Registered office: 5 Howick Place, London, SW1P 1W.

Gmail

oabm-peerreview@journals.tandf.co.uk

Re: Re: 228530290 (Cogent Business & Management) A revise decision has been made on your submission #TrackingId:12700568 Eksternal Kotak Masuk x

26 Agu 2022 07:51

OABM-peerreview@journals.tandf.co.uk [lewat@amazonse.com](mailto:lewat@amazonse.com) kepada saya

Inggris > Indonesia Terjemahkan pesan Nonaktifkan untuk: Inggris x

Dear Asyik,

Thank you for sending your revised manuscript.

I am glad to inform you that I have now uploaded this in the system on your behalf.

Should you have any further assistance, please let me know.

Best regards,

**Charlie Flores** - Journal Editorial Office

Taylor & Francis Group  
Web: [www.tandfonline.com](http://www.tandfonline.com)

Taylor & Francis is a trading name of Informa UK Limited, registered in England under no. 1072954

Journal Editorial Office

## Link berkas revisi Bukti Accepted tanggal 26 Agustus 2022

Gmail

oabm-peerreview@journals.tandf.co.uk

228530290 (Cogent Business & Management) Your submission has been accepted Eksternal Kotak Masuk x

26 Agu 2022 15:55

Cogent Business and Management <em@editorialmanager.com> kepada saya

Inggris > Indonesia Terjemahkan pesan Nonaktifkan untuk: Inggris x

Ref: COGENTBUSINESS-2022-1212R1  
228530290  
The Impact of a Male CEO's Facial Masculinity on Leverage  
Cogent Business & Management

Dear Nur Asyik,

I am pleased to tell you that your work was accepted for publication in Cogent Business & Management on Aug 26, 2022.

Please note: only minor, or typographical changes can be introduced during typesetting and proofing of your manuscript. Major changes to your manuscript will not be permitted.

For your information, comments from the Editor and Reviewers can be found below if available, and you will have an opportunity to make minor changes at proof stage.

Your article will be published under the Creative Commons Attribution license (CC-BY 4.0), ensuring that your work will be freely accessible by all. Your article will also be shareable and adaptable by anyone as long as the user gives appropriate credit, provides a link to the license, and indicates if changes were made.

Once the version of record (VoR) of your article has been published in Cogent Business & Management, please feel free to deposit a copy in your institutional repository.

Thank you for submitting your work to this journal, and we hope that you will consider us for your future submissions.

Best wishes

Collins G. Ntem, PhD  
Senior Editor  
Cogent Business & Management

Comments from the Editors and Reviewers:

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: <https://www.editorialmanager.com/cogentbusiness/login.asp?a=3>). Please contact the publication office if you have any questions.

## 2. Bukti Koreksi terakhir (ID Manuskrip: OABM A 2119540)

**Gmail** | Telusuri dalam email | Aktif | STIESIA

484 dari 7581

**Proof corrections required for your article (Manuscript ID: OABM A 2119540)** Eksternal Kotak Masuk x

**iauthorsupport@integra.co.in** kepada saya, OABM-production  
9 Sep 2022 13:04

Inggris > Indonesia > Terjemahkan pesan Nonaktifkan untuk Inggris x

Manuscript Title: OABM - (The Impact of a Male CEO's Facial Masculinity on Leverage)  
Manuscript DOI: 10.1080/23311975.2022.2119540  
Journal: OABM-Cogent Business & Management

Dear Nur Fadrih Asyik,

According to our records we have not yet received your corrections for this article. Please submit your answers to the Author Queries and any other typographical or essential corrections as soon as possible so that we can proceed with publication.

You can access and make corrections to your article through the Taylor & Francis online proofing system: [Click here](#)

If you have any questions, please contact me using the details below and I will be pleased to assist.

Thank you,  
Suriyanarayanan Murugaiyan

On behalf of the OABM production team  
Taylor and Francis  
4 Park Square, Milton Park, Abingdon, Oxfordshire, OX14 4RN, United Kingdom  
Email: [OABM-production@journals.tandf.co.uk](mailto:OABM-production@journals.tandf.co.uk)

\*In accordance with the requirement of any applicable Data Protection Laws. By including any personal data in your response to this email, you are freely consenting to this being used and stored by the company for the purpose of service delivery. This email and any accompanying attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, distribution, or copying is strictly prohibited. If you are not the intended recipient of this communication or received the email by mistake, please notify the sender and destroy all copies. Integra Software Services Pvt Ltd reserves the right, subject to applicable local law, to monitor and review the content of any electronic message or information sent to or from its company allotted employee email address/ID without informing the sender or recipient of the message.\*

iAuthor | Taylor & Francis | OABM\_A\_2119540 | Nur Fadrih Asyik Author

Accounting, Corporate Governance & Business Ethics

**Research article**

**The impact of a male CEO'S facial masculinity on leverage**

Nur Fadrih Asyik<sup>1</sup> AQ1, Muchlis Muchlis<sup>2</sup>, Ikhsan Budi Riharjo<sup>1</sup> and Rusdiyanto Rusdiyanto<sup>3</sup> AQ3

<sup>1</sup> Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Surabaya City, Indonesia  
<sup>2</sup> Faculty of Economics and Business, Muhammadiyah University, Surabaya City, Indonesia  
<sup>3</sup> Faculty of Economics and Business, Universitas Airlangga Indonesia, Gubeng, Surabaya, Indonesia

Associate Professor Dr. Nur Fadrih Asyik, S.E., M.Si., Ak., CA. is the Chairperson of the Indonesian School of Economics (STIESIA) Surabaya Indonesia, an Assessor of BAN PT and an independent researcher. He obtained his Bachelor's degree in Accounting from Indonesia School of Economics (STIESIA) Surabaya Indonesia with a degree (S.E), Master of Accounting Postgraduate Program from Gadjah Mada University with a degree (M.Si), Postgraduate Program in Accounting Science with his (Dr.) Degree research interests include financial accounting, corporate finance, corporate governance, behavioral accounting, management accounting and corporate social responsibility.

\*Corresponding author: Nur Fadrih Asyik, Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No. 30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia E-mail: [nurfadrih@stiesia.ac.id](mailto:nurfadrih@stiesia.ac.id)

Reviewing Editor: Collins G. Ntim

**COMMENTS (108)** New Comment

USER: All TYPE: All

Refresh By Sequence

**iAuthor Ad...** 09/5/2022 1:10 pm  
AQ1: Please note that the ORCID for Nur Fadrih Asyik has been created from information provided through Manuscript. Please correct if this is inaccurate.  
→ Author 09/7/2022 7:52 pm  
<https://orcid.org/0000-0002-6060-7117>

**iAuthor Ad...** 09/5/2022 1:10 pm  
AQ2: Author name followed by CATS  
→ Author 09/7/2022 7:52 pm  
<https://orcid.org/0000-0002-7456-7072>

**iAuthor Ad...** 09/5/2022 1:10 pm  
AQ3: The ORCID for Rusdiyanto Rusdiyanto provided has been taken from Manuscript and verified against public API, and was found to be invalid. Please supply correct ORCID.

En-US 9589 Words

City, East Java 60118, Indonesia E-mail: [nurtadrih@stiesia.ac.id](mailto:nurtadrih@stiesia.ac.id)

Reviewing Editor: Collins G. Ntim  
Accounting, University of Southampton, Southampton United Kingdom  
Received: 17 August 2022; Accepted: 26 August 2022

**Abstract**

The purpose of this study was to obtain empirical evidence of the effect of male CEO's facial masculinity on leverage, to identify the effect of male CEO's facial masculinity on leverage. This study uses a quantitative approach with a population and research sample using companies on the Indonesia Stock Exchange in 2016–2021. The study collected images of faces identified as male CEOs from data from the Indonesia Stock Exchange website and company websites and using Google searches. The panel data analysis method in this study uses Regression Ordinary Least Square (OLS) with Stata Software which connects theories, concepts and data that can be carried out on research variables. The findings suggest that the higher the value of male CEOs' facial masculinity, the greater the effect on reducing corporate leverage, and vice versa, the lower the value of male CEOs' facial masculinity, the greater the impact on increasing corporate leverage value. The practical implications of this study can help the Indonesian Association of Accountants in developing accounting in Indonesia. Meanwhile, the theoretical implications of this study can explain agency theory and behavioral consistency theory. As for the policy implications of this study, it could provide empirical evidence that male CEOs' masculinity undermines corporate leverage. To date, researchers in Indonesia have not identified significant

**COMMENTS (108)** New Comment

USER: All TYPE: All

Refresh By Sequence

**AQ3:** Please mention Table 1 in the text.  
→ Author 09/9/2022 3:22 pm  
Variable Description 09/8/2022 12:17 pm  
→ Author 09/9/2022 1:54 pm  
Variable Description 09/9/2022 3:26 pm  
→ Author 09/9/2022 4:22 pm  
Variable Description 09/9/2022 6:00 pm

role of male CEOs in influencing leverage policy. This study contrasts previous findings of a study (AQ4) that was conducted in the United States from 1993 to 2008. Meanwhile, the sampling period for this study was from 2016 to 2021 and was conducted in Indonesia.

**Keywords**

CEO male x masculinity x leverage x Stata x

**Subjects**

G02 x G32 x G34 x M1 x Z1 x

**NOTES**

**PUBLIC INTEREST STATEMENT**

Previous research conducted in the United States was conducted by (Yuping Jia et al., 2014) with the findings explaining that the face of male CEO masculinity has a positive effect on earnings management, while (Kamiya, et al, 2018) the findings empirically explain that the face of CEO masculinity has a positive effect. Against leverage. While the empirical findings in Indonesia have a different direction, the face of CEO masculinity has a negative effect on leverage, meaning that the higher the masculinity of the male CEO's face has an impact on the decrease in leverage, and conversely the lower the masculinity of the male CEO has an impact on the increase in leverage. The empirical findings have implications for regulators and corporate governance policy makers regarding male face size as a determinant of leverage policy.

**1. Introduction**

**Table 1. AQ5** Variable Description

Information		Description
i	=	Company cross-section data
t	=	Company time-series data
LEV	=	Leverage
fWHR	=	The Facial Masculinity of a Male CEO
Size	=	Company Size
ROA	=	Profitability
EM	=	Earnings Management
R&D	=	Research & Development
$\alpha$	=	Constanta
$\beta_1 \beta_2 \beta_3$	=	Coeffisien regresion variable LEV, fWHR, control, Size, ROA, EM, R&D
$\epsilon$	=	Error

**Table 2. AQ6** Descriptive Statistics

Variables Dependent	Obs	Mean	Std. Dev.	Min	Max
Leverage	1925	.482	.246	.000	.990
Variables Independent	Obs	Mean	Std. Dev.	Min	Max
CEO masculinity (fWHR)	1781	2.086	6.287	.110	267
Variables Control	Obs	Mean	Std. Dev.	Min	Max
Size	1925	23.120	5.011	11.862	31.592
Probalittity (ROA)	1925	.078	.108	.000	.925
Earnings Management	1925	.003	.007	.000	.046
Research & Development	170	15.234	2.549	6.234	21.802

**Table 3. AQ7** Pearson Correlation Test

Variables	(1)	(2)	(3)	(4)	(5)
(1) Leverage	1.000				
(2) CEO masculinity (fWHR)	0.006	1.000			
	(0.809)				
(3) Size	-0.189	-0.038	1.000		
	(0.000)	(0.104)			
(4) Profitability (ROA)	-0.147	0.001	-0.077	1.000	
	(0.000)	(0.953)	(0.001)		
(5) Earnings Management	0.111	0.059	-0.055	-0.042	1.000
	(0.000)	(0.013)	(0.016)	(0.068)	
(6) Research & development	0.151	-0.086	-0.206	0.246	0.001
	(0.049)	(0.278)	(0.007)	(0.001)	(0.985)
(1) Leverage	1.000				
(2) CEO masculinity (fWHR)	0.006	1.000			

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

AQ5: Please mention Table1 in the text.

Author 09/9/2022 3:22 pm  
Variable Description

Author 09/8/2022 12:17 pm  
Variable Description

Author 09/9/2022 1:54 pm  
Variable Description

Author 09/9/2022 3:26 pm  
Variable Description

Author 09/9/2022 4:22 pm  
Variable Description

Author 09/9/2022 6:00 pm  
Variable Description

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 1:55 pm  
Descriptive Statistics

Author 09/9/2022 4:24 pm  
Descriptive Statistics

Author 09/9/2022 6:01 pm  
Descriptive Statistics

Author 09/9/2022 7:48 pm  
Descriptive Statistics

iAuthor Ad... 09/5/2022 1:10 pm

AQ7: Please mention Table3 in the text.

Author 09/7/2022 8:02 pm  
Descriptive Statistics

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 1:55 pm  
Descriptive Statistics

Author 09/9/2022 4:24 pm  
Descriptive Statistics

Author 09/9/2022 6:01 pm  
Descriptive Statistics

Author 09/9/2022 7:48 pm  
Descriptive Statistics

iAuthor Ad... 09/5/2022 1:10 pm

AQ7: Please mention Table3 in the text.

Author 09/7/2022 8:02 pm  
Descriptive Statistics

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 1:55 pm  
Descriptive Statistics

Author 09/9/2022 4:24 pm  
Descriptive Statistics

Author 09/9/2022 6:01 pm  
Descriptive Statistics

Author 09/9/2022 7:48 pm  
Descriptive Statistics

iAuthor Ad... 09/5/2022 1:10 pm

AQ7: Please mention Table3 in the text.

Author 09/7/2022 8:02 pm  
Descriptive Statistics



(3) Size	-0.189*	-0.038	1.000		
(4) Profitability (ROA)	-0.147*	0.001	-0.077*	1.000	
(5) Earnings Management	0.111*	0.059	-0.055	-0.042	1.000
(6) Research & development	0.151	-0.086	-0.206*	0.246*	0.001

\*\*\* p < 0.01, \*\* p < 0.05, \* p < 0.1

Table 4. AQ8 Goodness of Fit Model Testing

	(1)	(2)	(3)
	OLS	OLS	OLS
VARIABLES	Leverage	Leverage	Leverage
CEO masculinity (fWHR)	0.002**	-0.000**	-0.003**
	[0.000]	[0.000]	[0.000]
Size (Size)		-0.009***	-0.009***
			[0.001]
Profitability (ROA)			-0.363***
Earnings management (EM)			5.160*
			(2.820)
Research & development (R&D)			0.020***
			(0.010)
Constant	0.487***	0.724***	0.709***
	[0.006]	[0.027]	[0.027]
Observations	1,781	1,781	1,781
R-squared	0.000	0.059	0.069

Standard errors in parentheses \*\*\* p < 0.01, \*\* p < 0.05, \* p < 0.1

The role of the male CEO in the company is very important to determine the success of the company he leads. Male CEOs have an important role for the company's success from the performance of its leaders. The CEO in carrying out his leadership in making policies used for the company, the CEO is the manager of the company. In Agency Theory (Jensen & Meckling, 1976) address the correlation between shareholders and the characteristics of male CEOs as agents. Shareholders are using a male CEO as an agent to carry out the tasks and interests of the shareholders, including transferring decision-making power from shareholders to male CEOs as agents (Mahiswari & Nugroho, 2014). In companies listed on the Indonesia Stock Exchange whose capital consists of stocks, shareholders function as principal while the characteristics of male CEOs shareholders, including transferring decision-making power from shareholders to male CEOs as agents (Mahiswari & Nugroho, 2014). In companies listed on the Indonesia Stock Exchange whose capital consists of stocks, shareholders function as principal while the characteristics of male CEOs act as an agent. Meanwhile, the theory of behavioral consistency (Epstein, 1979; AQ5) suggests that the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and social status impacts leverage. Based on the characteristic role of male CEOs in decision-making, structuring and building leverage policies, substantial research on the function of male CEOs' features in various corporate strategic decisions has been conducted. This study compares previous research conducted in the United States of America (Kamiya et al., 2018a) explaining that male CEOs' facial masculinity has a positive effect on corporate leverage, whereas agency theory (Jensen & Meckling, 1976) describes that male CEOs' characteristics affect policy and leverage determination. Male CEOs as company managers have more access to data about the company's current situation and future prospects than shareholders do, enabling the findings provide empirical evidence in the field of accounting for behavior.

The facial masculinity is a concept of male aggression that has implications for aggressive nature, has a tough character, and tends to be emotional when performing acts (Jewitt, 1997). The facial masculinity of male CEOs was related to testosterone, aggressiveness, while social status affects leverage (Kamiya et al., 2018a). Factors affecting a male CEO's performance in managing a company can be found in the facial masculinity (Tanjaya & Santoso, 2020). According to (Kamiya et al., 2018a), male CEOs with masculine looks have traits that affect the company's management process. The facial masculinity is a personal trait that a person is born with. The facial masculinity that occurs in men predicts masculine behavior habits and is connected with aggressive behavior, according to (Kamiya et al., 2018a) in the neuroendocrinology literature. High level of male CEO masculinity is associated with more aggressive management (Tanjaya & Santoso, 2020). Leverage is boosted by the masculine appearance of male CEOs. According to (Kamiya et al., 2018a) financing decisions are based on leverage. A company's liabilities might grow as a result of high leverage (Hamada, 1972; Kamiya et al., 2018a). Characteristics of male CEOs affect leverage (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011).

According to (Bertrand & Schoar, 2003), the characteristics of male CEOs affect the company's decision-making process. Male CEOs have a confident attitude and usually decide the company's leverage policy. The excessive confidence of male CEOs' masculinity often does leverage (Benmelech & Frydman, 2013; Kamiya et al., 2018a; Malmendier & Tate, 2005). Acquisition (Doukas & Petmezias, 2007; Kamiya et al., 2018a; Kim & Andy, 2013), Innovation (Hirshleifer et al., 2012; Kamiya et al., 2018a).

Leverage is positively affected by male CEO characteristics (Gomulya et al., 2017; Kamiya et al., 2018a; Yuping Jia et al., 2014) According to neuroendocrinology research, a man's face affects his aggressive behavior. While (Carré & McCormick, 2008; Christiansen & Winkler, 1992) explain that the a male's facial masculinity influences a person's aggressive behavior. (Campbell et al., 2011)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:24 pm

Descriptive Statistics

Author 09/9/2022 6:01 pm

Descriptive Statistics

Author 09/9/2022 7:48 pm

Descriptive Statistics

iAuthor Ad... 09/5/2022 1:10 pm

AQ7: Please mention Table3 in the text.

Author 09/7/2022 8:02 pm

Descriptive Statistics

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:24 pm

Descriptive Statistics

Author 09/9/2022 6:01 pm

Descriptive Statistics

Author 09/9/2022 7:48 pm

Descriptive Statistics

iAuthor Ad... 09/5/2022 1:10 pm

AQ7: Please mention Table3 in the text.

Author 09/7/2022 8:02 pm

Descriptive Statistics

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

AQ9: Please check whether the reference citation Epstein, 1979a or Epstein, 1979b

Author 09/7/2022 7:57 pm

Variable Description

Author 09/7/2022 7:58 pm

Variable Description

Author 09/7/2022 7:59 pm

Delete

Author 09/7/2022 8:00 pm

variable Description

Author 09/7/2022 8:05 pm

Epstein, S. (1979b). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 17(2), 1097-1126. <https://doi.org/10.1037/0022-3514.17.2.1097>

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 6:06 pm

Epstein, 1979b

Author 09/9/2022 7:53 pm

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm

AQ10: Please check whether the reference citation (Epstein, 1979a or Epstein, 1979b)

Author 09/7/2022 8:05 pm

Epstein, S. (1979b). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 17(2), 1097-1126. <https://doi.org/10.1037/0022-3514.17.2.1097>

Author 09/7/2022 9:42 pm

delete

men with a manly face are considered to be trustworthy. Therefore (Kamiya et al., 2018a; Kim et al., 2017; Wong et al., 2011) provide empirical evidence that the characteristics of male CEOs with a higher facial masculinity show better work performance than male CEOs with such a lower facial masculinity. Leverage is influenced by the facial masculinity of male CEOs (Kamiya et al., 2018a).

This research proposes clear and focused limitations. This study emphasizes on the importance of male CEOs' masculinity as a root cause of leverage, and this is restricted to companies listed on the Indonesia Stock Exchange between 2016 to 2021. The research focuses on the facial structure of male CEOs' masculinity, leverage, size, profitability, earnings management, research & development. ImageJ software was used to measure subjective masculinity facial variables of a male CEOs.

## 2. Literature review and hypothesis development

### 2.1. Agency theory

Agency theory is defined the principal can limit the difference from its interests by setting appropriate incentives for agents and by incurring monitoring costs designed to limit deviant agent activities. Furthermore, in some situations, the principal may pay agents to expend resources for guarantee that the agent will not take any action that could harm the principal (Jensen & Meckling, 1976). A male CEO's as an agent should have the same objective as shareholders do, which is to improve the company through shareholder prosperity, but male CEOs as agents may have their own thoughts that are contrary to what shareholders think (MAYANGSARI 2001). As a conclusion face or corporate leverage. According to (Jensen & Meckling, 1976) define agency costs in three categories: monitoring, bonding, and residual. Eisenhardt (1989) The agency theory consists of three human nature assumptions, namely: (1) humans are generally selfish, (2) humans have limited thinking power in terms of future perceptions, and (3) humans avoid risk at all costs. From the concept of human nature, it can be seen that the usual role of male CEOs affects the company's leverage.

### 2.2. Behavior consistency theory

According to (Epstein, 1979; AQ10) explains that the facial masculinity of male CEOs correlates with testosterone, aggressive, and social status affects leverage, seen from the perspective of behavioral consistency theory. He also discusses how behavioral consistency could be used to predict a majority of people within a given time span. The theory of behavioral consistency is assumed to be the opinion of a person's ability to affect issues that trigger emotions to emerge; consistency of behavior can be shown as a particularly selected subject; consistency of behavior is described in the study with the title: "The Stability of Behaviour: I. Predicting Most of the People Much the Time".

### 2.3. Face, testosterone, and behavior

Previous research has provided empirical evidence of a link between testosterone and masculine behavior. A CEO's face may be the basis for male facial linkages to topics in this study. (Jia et al., 2014; AQ11) explains that a man's face can predict masculine behavior. Based on laboratory

According to (Jia et al., 2014; AQ13) explain that the relationship between testosterone and male CEOs' behavior affects the brain both before birth and during growth. A group of nerve cells plays a role in the processing of memories and emotional reactions as mediators between testosterone in brain regions to evaluate social interactions (Bos et al., 2012; Jia et al., 2014). AQ14

Testosterone regulates adolescent spurt (Johnston et al., 2001). Adolescents' development is affected by testosterone (Verdonck et al., 1999; Jia et al., 2014). AQ15 Previous research indicates that male and female growth differs in the bizygomatic (the area between the left and right cheeks), however, there is no difference in the growth period for upper facial height (Jia et al., 2014). AQ16 The findings provide empirical evidence that testosterone does affect the development of the male face (Folstad & Karter, 1992). Meanwhile, according to (Jia et al., 2014; AQ17; Alrajih & Ward, 2014), men's looks affect masculine behavior during their growth. Further, the findings of (Lefevre et al., 2013) provide empirical evidence that there is indeed a connection between testosterone and the ratio of male facial width. Some other studies suggest that the ratio of a man's face width to testosterone has a beneficial link. In addition, testosterone has a positive relationship with the face, as suggested by previous research (Lefevre et al., 2013). Higher or lower testosterone in men affects the facial masculinity, according to (Jia et al., 2014; AQ18; Pound et al., 2009).

### 2.4. The masculinity of male CEOs and leverage

The characteristics of male CEOs affect leverage, according to (Bertrand & Schoar, 2003; Cain & McKeon, 2016; Kamiya et al., 2018a). Meanwhile, (Bernile et al., 2015; Kamiya et al., 2018a;

The characteristics of male CEOs affect leverage, according to (Bertrand & Schoar, 2003; Cain & McKeon, 2016; Kamiya et al., 2018a). Meanwhile, (Bernile et al., 2015; Kamiya et al., 2018a; Malmendier et al., 2011) offer empirical evidence that the experience of male CEOs' characteristic affects leverage. In addition (Kamiya et al., 2018a; Kim; Kim et al., 2017) contend that Male CEOs' facial masculinity has a positive effect in leverage. Several previous research reveal that the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, as seen through the perspective of behavioral consistency theory (Epstein, 1979). Male CEOs' masculinity has a positive impact on leverage. According to (Kamiya et al., 2018a; AQ19) found out that financing decisions are primarily based on leverage policies. A company's liabilities can be improved by using high leverage. The masculinity of male CEOs has a positive effect on leverage, according to (Kamiya et al., 2018a). Similarly (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011) also reveal that Male CEO characteristics have a positive effect on leverage.

### 2.5. Conceptual framework of research

A conceptual framework is used to explain the effect of independent variables on dependent, and control variable used in this study. The conceptual framework of this study can be seen in the figures below, which position the masculinity of male CEOs as an independent variable, leverage as a dependent variable, and size profitability, earnings management and research & development, as a control variable:

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

https://doi.org/10.1111/1475-679X.12065.This

Author 09/5/2022 4:37 pm  
Jia et al, 2014

Author 09/9/2022 7:56 pm  
Jia et al., 2014

iAuthor Ad... 09/5/2022 1:10 pm  
AQ12: Please clarify  
whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:10 pm  
Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. Journal-of-Accounting- Research, 3(0), 1-63. https://doi.org/10.1111/1475-679X.12065.This

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ11: Please  
clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm  
Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. Journal-of-Accounting- Research, 3(0), 1-63. https://doi.org/10.1111/1475-679X.12065

Author 09/8/2022 4:43 am  
https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html

Author 09/8/2022 4:53 am  
https://www.researchgate.net/publication/265912081\_Masculinity\_Test

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ11: Please  
clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm  
Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. Journal-of-Accounting- Research, 3(0), 1-63. https://doi.org/10.1111/1475-679X.12065

Author 09/8/2022 4:43 am  
https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html

Author 09/8/2022 4:53 am  
https://www.researchgate.net/publication/265912081\_Masculinity\_Test

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ11: Please  
clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm  
Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. Journal-of-Accounting- Research, 3(0), 1-63. https://doi.org/10.1111/1475-679X.12065

Author 09/8/2022 4:43 am  
https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html

Author 09/8/2022 4:53 am  
https://www.researchgate.net/publication/265912081\_Masculinity\_Test

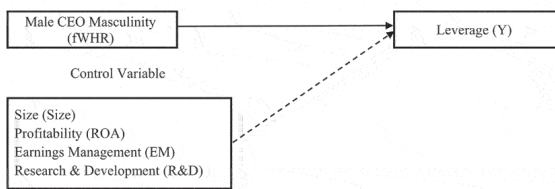


Figure 1. AQ20 Conceptual framework of research.

## 2.6. Research hypothesis

### 2.6.1. The facial masculinity of male CEOs affects leverage

According to (Jensen & Meckling, 1976) an agency relationship arises when shareholders hire male CEO characteristics as agents to provide services and then transfer the decision-making power. In practice, characteristics of male CEOs as a company manager know more about internal current information and prospects of the company than shareholders do. As a consequence, the characteristics of a male CEOs as an agent must provide information about the company's condition to shareholders, but the information conveyed by the characteristics of a male CEOs as an agent must provide information about the company's condition to shareholders, but the information conveyed by the characteristics of a male CEOs as an agent is sometimes not by the actual conditions of the company (Jensen and Meckling (1976)

From the perspective of behavioral consistency theory (Epstein, (1979), the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and confidence influences leverage. Male CEOs' masculinity has a positive influence on leverage. As suggested by (Kamiya et al., 2018a), the facial masculinity of male CEOs has a positive effect on leverage. Meanwhile, (Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011) provide empirical evidence that male CEO characteristics have a positive effect on leverage. According to (Chava and Purnanandam (2010) the characteristics of male CEOs are connected with leverage. By combining all the above arguments, the following hypothesis is proposed in this study:

H1: The Facial Masculinity of Male CEOs Positively Affects Leverage

## 3. Methodology

### 3.1. Types and approaches to research

This research uses a quantitative approach to give meaning to the interpretation of statistical figures (Aliyyah, Siswomihardjo et al., 2021; Prasetyo et al., 2021). The research aimed to provide empirical evidence of the effect of male CEO masculinity on leverage. Explanatory research is used to find out the regression ordinary least square (OLS) with data software was used to analyze the data in this study. One of the regression completion procedures, Stata has a high degree of flexibility in research that connects theories, concepts, and data that can be done on variables in research.

### 3.2. Operational definition and measurement

Male CEOs' masculinity is the independent variable, leverage is the dependent variable, and the variable of size, profitability, earnings management and research & development is the control variable.

#### 3.2.1. Variable independent (FWHR)

Independent variable is a variable that can affect other variables (Abadi et al., 2021; Aliyyah, Prasetyo et al., 2021; AQ21). This study used male CEO masculinity facial variables as the independent variable. The facial masculinity is a concept of masculine behavior that exists in men having implications on aggressive behavior, having a tough character, having a tendency to be emotional in carrying out their actions (Jewitt, 1997). ImageJ software was used to measure male CEOs' facial masculinity variables, this study changed the male CEO's face figure to a gray-scale figure with a height of 8 bits (Kamiya et al., 2018a).

For the face of each male CEO inside the ImageJ software, the researchers selected a location in the face figure and dragged the mouse to another location to measure the distance, the vertical line size represents the distance between the upper lip and the highest point of the eyelid. The vertical line represents the minimum length (Kamiya et al., 2018a; p.1566). Therefore, the study independently provided photo quality scores from zero to three based on the following guidelines:

0: Poor posture in which (1) only one ear is visible due to the person's sideways posture; or (2) the photographer photographed the face figure from below or above, causing face height measurement problematic.

1: One ear seems to be perfect, but because the person is facing to the side, only half of the other ear is visible.

2: The person looks straight ahead and both ears are visible with roots on the face.

3: Perfect posture, with both ears clearly visible to the roots, and the person is looking straight ahead.

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm

AQ11: Please

clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm

Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1-63. <https://doi.org/10.1111/1475-679X.12065>

Author 09/8/2022 4:43 am

<https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html>

Author 09/8/2022 4:53 am

[https://www.researchgate.net/publication/265912081\\_Masculinity\\_Test](https://www.researchgate.net/publication/265912081_Masculinity_Test)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm

AQ11: Please

clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm

Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1-63. <https://doi.org/10.1111/1475-679X.12065>

Author 09/8/2022 4:43 am

<https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html>

Author 09/8/2022 4:53 am

[https://www.researchgate.net/publication/265912081\\_Masculinity\\_Test](https://www.researchgate.net/publication/265912081_Masculinity_Test)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm

AQ11: Please

clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm

Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1-63. <https://doi.org/10.1111/1475-679X.12065>

Author 09/8/2022 4:43 am

<https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html>

Author 09/8/2022 4:53 am

[https://www.researchgate.net/publication/265912081\\_Masculinity\\_Test](https://www.researchgate.net/publication/265912081_Masculinity_Test)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author

Epstein, 1979b

iAuthor Ad... 09/5/2022 1:10 pm

AQ11: Please

clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

Author 09/7/2022 8:09 pm

Jia, Yuppung, Lent, L. van, & Zeng, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Journal-of-Accounting- Research*, 3(0), 1-63. <https://doi.org/10.1111/1475-679X.12065>

Author 09/8/2022 4:43 am

<https://ideas.repec.org/a/bla/joares/v52y2014i5p1195-1246.html>

Author 09/8/2022 4:53 am

[https://www.researchgate.net/publication/265912081\\_Masculinity\\_Test](https://www.researchgate.net/publication/265912081_Masculinity_Test)

straight ahead.

Based on the criteria of (Kamiya et al., 2018a), the study used quality scores of two and three. The measurement scale of this study used the percentage ratio scale which can be seen in the following figure:

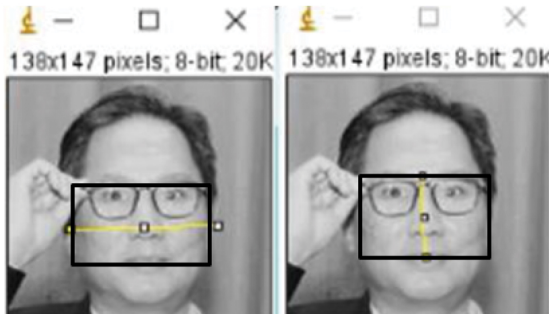


Figure 2.AQ23 Male CEO Masculinity Face Measurements (FWHR).

Description:		
Horizontal line	:	Represents the maximum distance between the left and right cheeks.
Vertical Line	:	Represents the distance between the upper lip to the highest point of the eyelid

### 3.2.2. Dependent variable (Y)

Dependent variable is a variable whose value cannot be affected by other variables (Kalbuana, Prasetyo et al., 2021; Kalbuana, Suryati et al., 2021). The dependent variable in this study is leverage. Leverage illustrates the division of total liabilities by total assets. This financial ratio explains the amount of assets owned by companies financed by liabilities. The greater the value of the liability, the bigger the impact felt by investors in receiving the profits (Kamiya et al., 2018a). Leverage measurement is the result of the division of total liabilities by total assets (Kamiya et al., 2018a). This research measurement scale uses a percentage ratio scale with the following formula:

$$\text{Leverage} = \frac{\text{Total Liability}}{\text{Total asset}}$$

Description:		
Leverage <sub>t</sub>	=	Leverage i in the year to t
Total Liabilities <sub>t</sub>	=	Total liabilities of the company i in the year to t
Total Assets <sub>t</sub>	=	Total assets of the company i in the year to t

### 3.2.3. Control variable

Control variable is a variable used to control causal relationships to better obtain a more complete and better empirical model (Kalbuana, Prasetyo et al., 2021; Kalbuana, Suryati et al., 2021). As a result, variables can affect the indications that are being studied. The control variable used in this study is size, profitability, earnings management and .

#### 3.2.3.1. Size (size)

Size is a value that can classify a company into large or small types that are sourced on total assets, and log size. Larger total asset indicates a larger the size. The larger the size, the more complete the

SIZE = Ln total asset

#### 3.2.3.2. Profitability (ROA)

Profitability is a tool that can be used to evaluate if investments that have been invested by investors are able to provide profits as expected. The measurement of profitability used Return on assets (ROA) which describes the division of net profit divided by total assets (Agustia Rusdiyanto et al., 2020; Juanamasta et al., 2019; Rusdiyanto et al., 2020). The measurement scale uses a percentage ratio scale, with the following formula:

$$\text{Return on asset} = \frac{\text{net profit}}{\text{Total asset}}$$

Description:		
Return on assets <sub>t</sub>	=	Return on company assets i in the year to t
Net Profit <sub>t</sub>	=	Net profit of company i in the year to t
Total assets <sub>t</sub>	=	Total assets of the company i in the year to t

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author: Kamiya et al., 2018a (09/9/2022 4:51 pm)
- Author: Kamiya et al., 2018b (09/9/2022 8:14 pm)
- iAuthor Ad...: (09/5/2022 1:10 pm)
- AQ23: Please mention Figure2 in the text.
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/7/2022 8:17 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 2:12 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 4:53 pm)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author: Kamiya et al., 2018a (09/9/2022 4:51 pm)
- Author: Kamiya et al., 2018b (09/9/2022 8:14 pm)
- iAuthor Ad...: (09/5/2022 1:10 pm)
- AQ23: Please mention Figure2 in the text.
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/7/2022 8:17 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 2:12 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 4:53 pm)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author: Kamiya et al., 2018a (09/9/2022 4:51 pm)
- Author: Kamiya et al., 2018b (09/9/2022 8:14 pm)
- iAuthor Ad...: (09/5/2022 1:10 pm)
- AQ23: Please mention Figure2 in the text.
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/7/2022 8:17 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 2:12 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 4:53 pm)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author: Kamiya et al., 2018a (09/9/2022 4:51 pm)
- Author: Kamiya et al., 2018b (09/9/2022 8:14 pm)
- iAuthor Ad...: (09/5/2022 1:10 pm)
- AQ23: Please mention Figure2 in the text.
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/7/2022 8:17 pm)
- Author: Male CEO Masculinity Face Measurements (FWHR) (09/9/2022 2:12 pm)

### 3.2.3.3. Earnings Management (EM)

Earnings Management on research using model measurement (Kothari et al., 2005<sup>AQ24</sup>) refinement of the model (Jones, 1991<sup>AQ25</sup>) by including return on assets, this model adds return on assets in the calculation of discretionary accruals, so as to be able to measure Earnings Management more accurately. The measurement scale of this study uses a percentage ratio scale. Here's the model equation (Kothari et al., 2005) with the following formula:

(1) Calculating TA (total accrual) i.e. net profit for year t less operating cash flow for year t with the following formula:

$$TAC = NI_{it} - CFO_{it}$$

The following is an estimate of total accrual (TA) using the Ordinary Least Square method:

$$\frac{TA_{it}}{A_{it-1}} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( \frac{\Delta REV_{it}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \varepsilon$$

(2) The NDA (non-discretionary accruals) are calculated using the formula above, which includes the regression coefficient:

regression coefficient:

$$NDA_{it} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( -\frac{\Delta REV_{it}}{A_{it-1}} - \frac{\Delta REC_{it}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \beta_4$$

(3) Finally, the formula for determining DA (discretionary accruals) as a metric of Earnings Management is as follows:

$$DA_{it} = \frac{TA_{it}}{A_{it-1}} - NDA_{it}$$

Description:		
NDA <sub>it</sub>	=	Non Discretionary Accruals of the corporation i in the period of years t
TAC <sub>it</sub>	=	Total accruals of the corporation i in the time/period t
NI <sub>it</sub>	=	Net profit of the corporation i in the time/period of years t
CFO <sub>it</sub>	=	Corporation's operating cash flow in year t
A <sub>it-1</sub>	=	Total assets of corporation i in the time/period t-1
ΔRec <sub>it</sub>	=	Accounts receivable of the corporation i in year t minus the income of the corporation i in year t-1
ROA <sub>it</sub>	=	Return on assets of the corporation i in the time/period d to t
ε	=	Error

### 3.2.3.4. Research & development (R&D)

Research & development are an investment made by the company on a new science basis, to produce more efficient products based on existing resources (Tuna et al., 2015). <sup>AQ26</sup>Research & development are measured using the research & development cost intensity ratio (Padgett & Galan, 2010<sup>AQ27</sup>; Arifian & Yuyetta, 2012<sup>AQ28</sup>) with the following formula:

$$R \& D = \frac{\text{Total Research \& Development Expenditure}}{\text{Sales}}$$

Description:		
Research & Development <sub>i,t</sub>	=	Research & Development i in year t
Total Research & Development Expenditure <sub>i,t</sub>	=	Total Research & Development Expenditure i in year t
Total Research & Development Expenditure <sub>i,t</sub>	=	Total Research & Development Expenditure i in year t
Sales <sub>i,t</sub>	=	Sales i in year ke t

## 3.3. Data analysis techniques

Data analysis is part of the data testing process after the selection and collection stage of research data. Data analysis is interpreted as estimating or determining the magnitude of the quantitative influence of the change of an event on something else, as well as predicting or estimating other events (Sudaryanto et al., 2022; Utari; Sudaryanto et al., 2021).

### 3.3.1. Descriptive statistics

Descriptive statistics are statistics that can illustrate the research object through analytical data, without doing analysis (Prasetyo, Aliyyah, Rusdiyanto, Utari, et al., 2021<sup>AQ29</sup>; Utari, Iswoyo et al., 2021) from the data of male CEO facial masculinity variable, leverage variable, size variable, profitability variable (ROA), earnings management variable and Research & Development variable.

### 3.3.2. Pearson correlation test

Parson correlation testing is used to look at the relationship between an independent variable and a dependent variable by assuming the Pearson correlation of the data is normally distributed (Prasetyo, Aliyyah, Rusdiyanto, Suprpti et al., 2021; Rusdiyanto et al., 2021). Correlation testing

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a

Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.

Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a

Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.

Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a

Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.

Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a

Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b

iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.

Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)

Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

dependent variable by assuming the Pearson correlation of the data is normally distributed (Prasetyo, Aliyyah, Rusdiyanto, Suprpti et al., 2021; Rusdiyanto et al., 2021). Correlation testing produces positive (+) and negative (-) numbers. If the correlation value is positive, it means that the variables move in the same direction, meaning that when the independent variable is large, the dependent variable is also getting bigger. If the value is negative, it means that the variables move in the opposite directions, meaning that if the value of the independent variable is large, then the dependent variable is getting smaller. Correlation numbers range from 0–1 (Endarto, Taufiqurrahman, Indriastuty et al., 2021; Prasetyo, Aliyyah, Rusdiyanto, Kalbuana, et al., 2021). **AQ20** Pearson correlation formulation is as follows:

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\} \{n \sum Y^2 - (\sum Y)^2\}}}$$

r	=	Correlation value
X	=	Variable X
Y	=	Variable Y

### 3.3.3. Research regression model

#### 3.3.3. Research regression model

Regression analysis is used to find out how close the relationship between one variable and another variable is. The regression analysis has a function to predict the value of independent variable (Y) if the dependent variable (fWHR) is changed (Prasetyo, Aliyyah, Rusdiyanto, Suprpti et al., 2021; Rusdiyanto et al., 2021). The method used in this study was panel data regression analysis. Panel data is also called pool data, longitudinal data, and micro panel data. The panel data regression analysis was used to examine the influence of male CEOs' facial masculinity (fWHR) on leverage (Y). Based on the independent variables and dependent variables that have been described, an equation model is obtained that will be used as follows:

$$LEVi, t = \beta_0 + \beta_1fWHRi, t + \beta_2Sizei, t + \beta_3ROAi, t + \beta_4EMi, t + \beta_5R\&Di, t + \epsilon_i, t \quad (1)$$

To explain the model of the facial masculinity of male CEOs, variables of leverage, size, profitability, earnings management and research & development can be explained as follows:

## 4. Research and discussion results

### 4.1. Descriptive statistics of variables

The results of descriptive statistics can be presented with minimum, maximum, mean, and standard deviation of the variables studied from the sample companies. In addition to presenting based on a shows the testing of this sample based on the company.

The table output variables dependent stata above shows the number of observations (N) was 1925. From these 1925 observations, the leverage value minimum was .000, and the leverage value maximum was 0.990. The mean value of 1925 observations or the mean was of 0.482 with a standard deviation of 0.245. The table variables independent output stata above shows the number of observations (N) was 1781. From these 1781 observations, the value of male CEOs' facial masculinity minimum was 0.110, and the value of male CEOs' facial masculinity maximum was .267. The mean value of 1781 observations or the mean was of 2.086 with a standard deviation of 6.287. The table variables control output stata above shows the number of observations (N) was 1925. From these 1925 observations, the size value (minimum) was 11.862, and the size value (maximum) was 31.592, The average value of 1925 observations or the mean was of 23.120 with a standard deviation of 5.011, Based on the table output stata above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the profitability value (ROA) minimum was .000, and the profitability value (ROA) maximum was 0.925, the average value of 1925 observations or the mean was of 0.078 with a standard deviation of 0.108, Based on the table output stata above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the Earnings management minimum was .000, and the Earnings management maximum was 0.046, the average value of 1925 observations or the mean was of 0.003 with a standard deviation of 0.007, Based on the table output stata above, it can be seen that the number of observations (N) was 170. From these 170 observations, the research & development minimum was 5.234, and the research & development maximum was 21.502, the average value of 170 observations or the mean was of

### 4.2. Pearson correlation test

Pearson's correlation test was done to see how strong or how weak the relationship between the facial masculinity of male CEOs and leverage. In this test, if the Pearson correlation value (r) is above 0.05 (5%), it means that there is a strong relationship between the facial masculinity of male CEOs to leverage, but if the Pearson correlation value is below 0.05 (5%), then it means that the relationship between the facial masculinity of male CEOs and leverage is said to be weak.

Based on the table above, it can be interpreted that the leverage variable, the facial masculinity of male CEOs, size, Profitability (ROA), earnings management and Research & development have a value above 0.05 (5%). Thus, it explains that all variables are declared to be valid to be used in model testing. The reliability test results above explain the value of above 0.05 (5%). This proves that all variables used are reliable and produce the same results when tested.

### 4.3. Goodness of fit model testing

Hypothesis testing in research is very important, it can determine whether the research conducted is scientific enough or not. To find out the feasibility of the model scientifically, based on the results of three tests that have been tested Chow-test, Lagrange multiple test, and Hausman test, the model that fits the hypothesis proposed is the estimated pooled least square (PLS) model with the following output results:

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 4:53 pm

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (fWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (fWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 in the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (fWHR)
- Author 09/9/2022 4:53 pm

model that fits the hypothesis proposed is the estimated pooled least square (PLS) model with the following output results:

#### 4.4. Discussion of research results

The probability result of  $\text{Prob} > F$  was  $0,000 \leq 0,05$  (5%), showing that if taken together, the value of regression coefficient is significant, which means that the facial masculinity of male CEOs affects leverage. The  $R^2$  value was 0.069, indicating that the male CEO's masculinity on the leverage had a determination level of 0.069. This means that the facial masculinity of male CEOs can be explained by the 0.0687 of variability of leverage. The discussion of the research findings is an analysis of the suitability of previous theories, opinions, or research that has been put forward by the findings of past research to overcome phenomena in this study. The followings are the main parts that can be discussed in the analysis of the findings of this study:

##### 4.4.1. Findings: the facial masculinity of male CEOs negatively affects leverage

The facial masculinity of the male CEOs shows that the estimated negative coefficient is not in accordance with the initial hypothesis. The results of the t-test explain that the facial masculinity of male CEOs had a negative and significant effect on leverage at the significance level of  $p$ -value  $0,000 \leq 0,05$  (5%). Furthermore, regarding the magnitude of the influence of male CEOs' masculinity on leverage, it can be seen from the regression coefficient value of male CEOs' masculinity of  $-0,02$ . This explains that when the male CEOs' facial masculinity increases by 1 percent, leverage will decrease by  $-0,02$ .

This explains that when the male CEOs' facial masculinity increases by 1 percent, leverage will decrease by  $-0,02$ .

The findings of empirical testing indicate that higher level of male CEOs' facial masculinity affect the decrease of the leverage, and vice versa, lower facial masculinity of male CEOs has an impact on the increase of leverage. Hence, the empirical findings do not support the proposed hypothesis that the facial masculinity of male CEOs has a positive effect on leverage, the Accepted Hypothesis is ( $p$ -value  $0,000 \leq 0,05$  (5 %)). The initial hypothesis was submitted based on previous research findings that lead to positive result (Jia et al., 2014, AQ3; Kamiya et al., 2018a). The empirical findings contradict the initial hypothesis because the coefficient results of the male CEOs' facial masculinity in Indonesia and the coefficient those of the male CEOs' facial masculinity in the United States are in the opposite directions. The coefficient of determination's negative result suggests that the masculinity of Indonesia's male CEOs is in the opposite direction of the masculinity of male CEOs in the United States. The difference in the findings of these scientific investigations will have an impact on masculine behavior, influencing the masculinity of male CEOs in policy making.

The findings of this empirical study are different from the findings of previous studies (Kamiya et al., 2018a). The results of a study conducted in the United States from 1993 to 2008 revealed that the facial masculinity of male CEOs has a positive effect on leverage, meaning that the higher the facial masculinity of male CEOs, the higher the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the lower the leverage is. Meanwhile, an empirical study in Indonesia for the sampling period of 2016–2021 reveals that the facial masculinity of male CEOs negatively affects the leverage, versa, the lower the facial masculinity of male CEOs, the higher the leverage is.

The findings are backed by a behavioral consistency theory that explains how the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, seen through the perspective of behavioral consistency theory (Epstein, 1979). While agency theory mainly is concerned with the form of agreement between shareholders in combination with the characteristics of a male CEO as an agent in managing the firm, the characteristics of a male CEO as an agent bear a significant amount of responsibility for the company's success. Shareholders hire male CEOs as agents to provide services and then delegate authority to them in decision-making, according to (Jensen and Meckling (1976). In practice, a male CEO's characteristics as an agent as in managing the company know much more internal information and future company's prospects than shareholders do. As a consequence, the characteristics of male CEOs as agents have a responsibility to give shareholders relevant information about the company's condition

According to (Kamiya et al., 2018a) higher facial masculinity of male CEOs has an impact on increasing leverage, and lower facial masculinity of male CEOs has an impact on decreasing leverage. Financing decisions are focused on leverage policies, and high leverage can increase company's liabilities. Male CEOs with such a higher characteristic value have higher leverage, whereas male CEOs with such a lower characteristic value have lower leverage (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011).

#### 5. Conclusion

The higher the masculinity value of the male CEO's face, the lower the leverage value, and conversely the lower the masculinity value of the male CEO's face, the higher the leverage value. Behavioral consistency theory argues that the masculinity of the male CEO's face affects leverage. Meanwhile, agency theory explains the role of male CEO characteristics in making policies regarding leverage. Meanwhile, ImageJ software supports empirical findings that male CEO facial masculinity affects leverage, and the presence of male CEO characteristics is supported by agency theory and behavioral consistency theory.

This study has limitations that are unavoidable, the disclosure of limitations has the aim of filling the empty space of the limitations of this study: The elements in conducting content analysis determine the measurement of the masculinity face value of male CEOs using imageJ software cannot distinguish modified male CEO images, taking pictures of male CEOs was obtained from the company's annual report in the 2016–2021 period and the use of male CEO image searches on Google. The sample in this study was limited to taking pictures of male CEOs found in the company's annual report in the 2016–2021 period and using male CEO image searches Google, researchers could not distinguish the image of a male CEO that had gone through modifications.

These empirical findings have implications for company management as policy-making regarding the face of male masculinity has an impact on leverage policy, so that the empirical findings can be used by company management and the government as leverage policy makers. These findings

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 In the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 In the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 In the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

- Author 09/9/2022 4:51 pm  
Kamiya et al., 2018a
- Author 09/9/2022 8:14 pm  
Kamiya et al., 2018b
- iAuthor Ad... 09/5/2022 1:10 pm  
AQ23: Please mention Figure2 In the text.
- Author 09/7/2022 8:17 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 2:12 pm  
Male CEO Masculinity Face Measurements (FWHR)
- Author 09/9/2022 4:53 pm  
Male CEO Masculinity Face Measurements (FWHR)

masculinity as a determinant of corporate leverage. Furthermore, it enriches empirical findings in the field of behavioral accounting and becomes a reference for conducting future research

### Funding

This work has been carried out with support provided by the Indonesia School of Economics (STIESIA) Surabaya, Jl. Menur Pumpungan No. 30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60,118, Indonesia

### Disclosure statement

No potential conflict of interest was reported by the author(s).

### Author contributions

Conceptualization, N.F.A and R.; investigation, M. and R.; writing—preparation of original draft, I.K.B; writing—reviews and editing, R. and M.; supervision, I.K.B.; project administration, N.F.A.; fund acquisition, N.F.A, and I.K.B All authors have read and approved the published version of the manuscript.

### Data availability statement

The study did not involve any data sets and the articles collected were sourced from <https://www.scopus.com/home.uri>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022

### Funding

This work has been carried out with support provided by the Indonesia School of Economics (STIESIA) Surabaya, Jl. Menur Pumpungan No. 30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60,118, Indonesia

### Disclosure statement

No potential conflict of interest was reported by the author(s).

### Author contributions

Conceptualization, N.F.A and R.; investigation, M. and R.; writing—preparation of original draft, I.K.B; writing—reviews and editing, R. and M.; supervision, I.K.B.; project administration, N.F.A.; fund acquisition, N.F.A, and I.K.B All authors have read and approved the published version of the manuscript.

### Data availability statement

The study did not involve any data sets and the articles collected were sourced from <https://www.scopus.com/home.uri>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022

### Declaration of Conflicting Interests

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

### References

- Abadi, S., Endarto, B., Taufiqurrahman, A., B, R., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Purwati, A., Wijaya, A. U., Rusdiyanto, & Kalbuana, N. (2021). Indonesian desirous finality of the community in regard. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–10. AQ34
- Adams, R. B., & Ragunathan, V. (2017). Lehman sisters. *Working Paper*, 1–57. <https://doi.org/10.2139/ssrn.3046451> AQ35
- Aliyyah, N., Prasetyo, I., Rusdiyanto, R., Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, C., Mulyani, S., Grahani, F. O., Rochman, A. S., Kalbuana, N., Hidayat, W., & Tjaraka, H. (2021). What affects employee performance through work motivation?. *Journal of Management Information and Decision Sciences*, 24, 1–14. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85110461420&partnerID=408&md5=4b5e50800f8866ccdd52682c4b5a73f4> AQ36
- Aliyyah, N., Siswomihardjo, S. W., Prasetyo, I., Rusdiyanto, P., Rochman, A. S., & AQ37
- Alrajih, S., & Ward, J. (2014). Increased facial width-to-height ratio and perceived dominance in the faces of the UK's leading business leaders. *British Journal of Psychology*, 105(2), 153–161. AQ38
- Asyik, N. F., Wahidahwati, & Laily, N. (2022). The role of intellectual capital in intervening financial behavior and financial literacy on financial inclusion. *WSEAS Transactions on Business and Economics*, 19, 805–814. <https://doi.org/10.37394/23207.2022.19.70> AQ39AQ40
- Benmelech, E., & Frydman, C. (2013). Military CEOs. *Journal of Financial Economics*, 117(1), 43–59. <https://doi.org/10.1016/j.jfineco.2014.04.009>
- Bernile, G., Bhagwat, V., & Rau, P. R. (2015). What doesn't kill you will only make you more risk-loving: Early-life disasters and CEO behavior. *Working Paper*, 1–72. <https://doi.org/10.1111/jofi.12432> AQ41
- Bertrand, M., & Schoar, A. (2003). Managing with style: The effect of managers on firm policies. *The Quarterly Journal of Economics*, 118(4), 1169–1208. <https://doi.org/10.1162/003355303322552775>
- Bos, P. A., Hermans, E. J., Ramsey, N. F., & Van Honk, J. (2012). The neural mechanisms by which testosterone acts on interpersonal trust. *NeuroImage*, 61(3), 730–737. <https://doi.org/10.1016/j.neuroimage.2012.04.002>

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Jia et al., 2014

Author 09/9/2022 6:18 pm

Jia et al., 2014

Author 09/9/2022 8:34 pm

Jia, Lent et al., 2014a

iAuthor Ad... 09/5/2022 1:10 pm

AQ32: The disclosure statement has been inserted. Please correct if this is inaccurate.

Author 09/7/2022 8:38 pm

The authors declare there is no potential conflict of interest with respect to the research and publication in this article.

Author 09/7/2022 9:57 pm

delete

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Jia et al., 2014

Author 09/9/2022 6:18 pm

Jia et al., 2014

Author 09/9/2022 8:34 pm

Jia, Lent et al., 2014a

iAuthor Ad... 09/5/2022 1:10 pm

AQ32: The disclosure statement has been inserted. Please correct if this is inaccurate.

Author 09/7/2022 8:38 pm

The authors declare there is no potential conflict of interest with respect to the research and publication in this article.

Reply Delete Edit

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Jia et al., 2014

Author 09/9/2022 6:18 pm

Jia et al., 2014

Author 09/9/2022 8:34 pm

Jia, Lent et al., 2014a

iAuthor Ad... 09/5/2022 1:10 pm

AQ32: The disclosure statement has been inserted. Please correct if this is inaccurate.

Author 09/7/2022 8:38 pm

The authors declare there is no potential conflict of interest with respect to the research and publication in this article.

Reply Delete Edit

COMMENTS (108) New Comment

USER: All TYPE: All

Refresh By Sequence

Jia et al., 2014

Author 09/9/2022 6:18 pm

Jia et al., 2014

Author 09/9/2022 8:34 pm

Jia, Lent et al., 2014a

iAuthor Ad... 09/5/2022 1:10 pm

AQ32: The disclosure statement has been inserted. Please correct if this is inaccurate.

Author 09/7/2022 8:38 pm

The authors declare there is no potential conflict of interest with respect to the research and publication in this article.

Reply Delete Edit



internal auditor performance. *Contemporary Economics*, 13(4), 480–493.  
<https://doi.org/10.5709/ce.1897-9254.327>

Yuping, J., Lent, L. V., & Zang, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Accounting Research*, 4, 1–63.  
<https://doi.org/10.1111/1475-679X.12065>

**Copyright Information**

© 2022 The Author(s). This open access article is distributed under a Creative Commons Attribution (CC-BY) 4.0 license.

**You are free to:** Share — copy and redistribute the material in any medium or format. Adapt — remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. **Under the following terms:** Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. **No additional restrictions** You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits.

**COMMENTS (108)** [New Comment](#)

USER: All TYPE: All

[Refresh](#) By Sequence

Jia et al., 2014

→ Author 09/9/2022 6:18 pm

Jia et al., 2014

→ Author 09/9/2022 8:34 pm

Jia, Lent et al., 2014a

→ Author Ad... 09/5/2022 1:10 pm

**AQ32:** The disclosure statement has been inserted. Please correct if this is inaccurate.

→ Author 09/7/2022 8:38 pm

The authors declare there is no potential conflict of interest with respect to the research and publication in this article.

[Reply](#) [Delete](#) [Edit](#)

Link koreksi terakhir <https://zenodo.org/record/7367552#.Y4LqP33P1PY>

### 3. Pemberitahuan publish 20 September 2022

**Gmail** [Telusuri dalam email](#) **Aktif** **STIESIA**

**Tulis**

**Kotak Masuk** 1.799

Berbintang

Ditunda

Terkirim

**Draf** 179

Selengkapnya

**Label** +

ibnusaid@kbricph.dk

Media existama

MexisTek

**Cogent OA author update: access to your article published in an issue of Cogent Business & Management** **Eksternal** **Kotak Masuk**

**Taylor & Francis** <noreply@tandfonline.com> kepada saya

20 Sep 2022 13:01

Inggris Indonesia **Terjemahkan pesan** Nonaktifkan untuk: Inggris

**Taylor & Francis Online**

The online platform for Taylor & Francis Group content

[Author Services](#) | [FAQ](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#)

Dear Nur Fadrih,

Your Open Access article, [The impact of a male CEO'S facial masculinity on leverage](#), published in *Cogent Business & Management*, **Volume 9 Issue 1**, is now available to access via [tandfonline.com](https://tandfonline.com).

**Share your article now**

You'll hopefully want to share your article with friends or colleagues (and then check its downloads, citations and Altmetric data on **Authorised Works**, our dedicated center for all Cogent OA published authors). Publishing Open Access means your article can be read by anyone, (and as appropriate) an audience as possible.

[Twitter](#) [Facebook](#) [Email](#) [LinkedIn](#)

**Author feedback** tells us that something as simple as posting about your article's publication on social media is a highly effective way of highlighting your research. Find out more about how you can work with us to **promote your work**.

**Not sure how to access your Authorised Works?**

If you haven't yet registered, you can do so using [nurfadrih@stiesia.ac.id](mailto:nurfadrih@stiesia.ac.id) (this is the email you used whilst your manuscript was going through production).

Once you've completed the quick registration you'll be sent an email asking you to confirm. Click on the verification link and you can then login (using the above email address) whenever you want to by going to **Taylor & Francis Online**. Once you have logged in, click on "Your Account" at the top of the page to see the latest updates on your article.

If you have any problems accessing your Taylor & Francis Online account please **contact us**. Thank you for publishing Open Access with us.

Kind regards,

Stewart Gardiner  
 Global Production Director, Journals  
 Taylor & Francis Group

Interested in insights, tips, and updates for Taylor & Francis authors? Be part of our researcher community on [Twitter](#).

Dear Nur Fadrih,

Link Open Access article, <https://www.tandfonline.com/doi/full/10.1080/23311975.2022.2119540>  
***The impact of a male CEO'S facial masculinity on leverage***, published in *Cogent Business & Management*, Volume 9 Issue 1, is now available to access via [tandfonline.com](https://tandfonline.com).

Workflow: Annotated pdfs, Tracked changes

## PROOF COVER SHEET

---

Journal acronym: OABM

Author(s): Nur Fadjrih Asyik, Muchlis Muchlis, Ikhsan Budi Riharjo,  
Rusdiyanto Rusdiyanto and Collins G. Ntim

Article title: The impact of a male CEO'S facial masculinity on leverage

Article no: 10.1080/23311975.2022.2119540

Enclosures: 1) Query sheet  
2) Article proofs

---

Dear Author,

Please find attached the proofs for your article.

**1. Please check these proofs carefully** to identify any errors that may have arisen during the writing or production process. Cogent OA requires that the corresponding author checks and approves these proofs in order to proceed with publication.

Please limit any changes to the correction of errors. We are not able to make stylistic changes, or add or delete material at this stage.

We generally expect there to be no more than 30 minor corrections during this proof stage. Your PDF proof file has been enabled so that you can comment on the proof directly using Adobe Acrobat. This is the easiest and clearest way for you to ensure that your corrections will be incorporated.

Queries are marked in the margins of the proofs, and you can also click the hyperlinks below. Content changes made during copy-editing are shown as tracked changes. Inserted text is in **red font** and revisions have a red indicator ▲. Changes can also be viewed using the list comments function. To correct the proofs, you should insert or delete text following the instructions after the author queries below, but **do not add comments to the existing tracked changes**.

---

**2. Please review the table of contributors below and confirm that the first and last names are structured correctly and that the authors are listed in the correct order of contribution.** This check is to ensure that your names will appear correctly online and when the article is indexed.

Sequence	Prefix	Given name(s)	Surname	Suffix
1		Nur Fadjrih	Asyik	
2		Muchlis	Muchlis	
3		Ikhsan Budi	Riharjo	
4		Rusdiyanto	Rusdiyanto	
5		Collins G.	Ntim	Reviewing editor:

# AUTHOR QUERIES

## General points:

1. **Permissions:** You have warranted that you have secured the necessary written permission from the appropriate copyright owner for the reproduction of any text, illustration, or other material in your article. For further guidance on this topic please see:  
<http://journalauthors.tandf.co.uk/copyright/usingThirdPartyMaterial.asp>.
2. **Third-party material:** If there is material in your article that is owned by a third party, please check that the necessary details of the copyright/rights owner are shown correctly.
3. **Affiliation:** The corresponding author is responsible for ensuring that address and email details are correct for all the co-authors. Affiliations given in the article should be the affiliation at the time the research was conducted. For further guidance on this topic please see:  
<http://journalauthors.tandf.co.uk/preparation/writing.asp>.
4. **Funding:** Please include details of any funders for your research at the end of the article under a heading of 'Funding'. If the research is supported by a funding agency please insert the phrase 'This work was supported by <insert the name of the funding agency in full >', followed by the grant number in square brackets '[grant number xxxx]'.
5. **Supplemental / supporting information and underlying research data:** Where applicable, we encourage you to provide a link to the data underlying your research (e.g. samples, models, survey data). If you are able to do so, please insert this sentence before the reference section: 'The underlying research data for this article can be accessed at <full link>/ description of location [author to complete]'. Data can be deposited, stored and linked to freely on services such as Figshare ([www.figshare.com](http://www.figshare.com)). We also encourage the inclusion of supplemental information that supports and enriches your article (eg, short video or audio files, additional figures and tables). Where this has been provided, it will appear alongside the published article online and a link will be included by Cogent OA on the PDF of your article. For further information on this topic please see:  
<http://journalauthors.tandf.co.uk/preparation/supplementalMaterial.asp>.
6. The **CrossRef database** ([www.crossref.org/](http://www.crossref.org/)) has been used to validate the references. Mismatches will have resulted in a query below.

- AQ1** Please note that the ORCID for Nur Fadjrih Asyik has been created from information provided through Manuscript. Please correct if this is inaccurate.
- AQ2** Author name followed by CATS
- AQ3** The ORCID for Rusdiyanto Rusdiyanto provided has been taken from Manuscript and verified against public API, and was found to be invalid. Please supply correct ORCID.
- AQ4** The citation of "Kamiya et al., 2018a" has been removed from the abstract in accordance with journal style.
- AQ5** Please mention Table 1 in the text.
- AQ6** Please mention Table 2 in the text.
- AQ7** Please mention Table 3 in the text.
- AQ8** Please mention Table 4 in the text.
- AQ9** Please check whether the reference citation Epstein, 1979a or Epstein, 1979b
- AQ10** Please check whether the reference citation (Epstein, 1979a or Epstein, 1979b)
- AQ11** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ12** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.

- AQ13** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ14** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ15** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ16** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ17** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ18** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ19** Please check whether the reference citation is Kamiya et al., (2018a) or Kamiya et al., (2018b)
- AQ20** Please mention Figure 1 in the text.
- AQ21** Please clarify whether Prasetyo, et al., 2021 should be Prasetyo, Aliyyah, et al., 2021, or Prasetyo, Aliyyah, et al., 2021.
- AQ22** The year for “Kamiya et al., 2018” has been changed to 2018a to match the entry in the references list. Please provide revisions if this is incorrect.
- AQ23** Please mention Figure 2 in the text.
- AQ24** The reference “Kothari et al., 2005” is cited in the text but is not listed in the references list. Please either delete in-text citation or provide full reference details following journal style [APA-7]
- AQ25** The reference “Jones, 1991” is cited in the text but is not listed in the references list. Please either delete in-text citation or provide full reference details following journal style [APA-7]
- AQ26** The reference “Tuna et al., 2015” is cited in the text but is not listed in the references list. Please either delete in-text citation or provide full reference details following journal style [APA-7]
- AQ27** The reference “(Padgett & Galan, 2010” is cited in the text but is not listed in the references list. Please either delete in-text citation or provide full reference details following journal style [APA-7]
- AQ28** The reference “Arifian & Yuyetta, 2012” is cited in the text but is not listed in the references list. Please either delete in-text citation or provide full reference details following journal style [APA-7]
- AQ29** Please clarify whether Utari, et al., 2021 should be Utari, Sudaryanto, et al., 2021, or Utari, Iswoyo, et al., 2021.
- AQ30** Please clarify whether Kalbuana, et al., 2021 should be Kalbuana, Suryati, et al., 2021, or Kalbuana, Prasetyo, et al., 2021.
- AQ31** Please clarify whether Jia et al., 2014 should be Jia, Lent, et al., 2014a, or Jia, Lent, et al., 2014b.
- AQ32** The disclosure statement has been inserted. Please correct if this is inaccurate.
- AQ33** The PubMed (<http://www.ncbi.nlm.nih.gov/pubmed>) and CrossRef ([www.crossref.org/](http://www.crossref.org/)) databases have been used to validate the references. Mismatches between the original manuscript and PubMed or CrossRef are tracked in red font. Please provide a revision if the change is incorrect. Do not comment on correct changes.
- AQ34** Please provide missing DOI or URL, if available, for the “Abadi et al., 2021” references list entry.
- AQ35** Please provide missing publisher name for the “Adams and Ragunathan, 2017” references list entry.
- AQ36** Please provide missing Issue for the “Aliyyah et al., 2021” references list entry.
- AQ37** Please provide missing DOI or URL, if available, for the “Aliyyah et al., 2021” references list entry.
- AQ38** Please provide missing DOI or URL, if available, for the “Alrajih and Ward, 2014” references list entry.
- AQ39** Please provide missing Issue for the “Asyik et al., 2022” references list entry.

- AQ40** The Reference “Asyik et al., 2022” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ41** Please provide missing publisher name for the “Bernile et al., 2015” references list entry.
- AQ42** Please provide missing DOI or URL, if available, for the “Christiansen and Winkler, 1992” references list entry.
- AQ43** Please provide missing DOI or URL, if available, for the “Dewianawati and Asyik, 2021” references list entry.
- AQ44** The Reference “Dewianawati and Asyik, 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ45** Please provide missing Issue/article title/volume number for the “Endarto et al., 2021” references list entry.
- AQ46** Please provide missing DOI or URL, if available, for the “Endarto et al., 2021” references list entry.
- AQ47** The Reference “Endarto et al., 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ48** The Reference “Epstein, 1979a” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ49** The Reference “Epstein, 1979b” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ50** The Reference “Graham et al., 2013” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ51** Please provide missing DOI or URL, if available, for the “Hamada, 1972” references list entry.
- AQ52** The Reference “Hanim et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ53** Please provide missing DOI or URL, if available, for the “Indrawati et al., 2021” references list entry.
- AQ54** Please provide missing Issue/volume number for the “Jia et al., 2014” references list entry.
- AQ55** The Reference “Jia et al., 2014” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ56** Please provide missing DOI or URL, if available, for the “Juanamasta et al., 2019” references list entry.
- AQ57** Please provide missing Issue for the “Kalbuana et al., 2021” references list entry.
- AQ58** The Reference “Kamiya et al., 2018b” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ59** Please provide missing DOI or URL, if available, for the “Kamiya et al., 2018a” references list entry.
- AQ60** Please provide missing page number for the “Karimuna et al., 2021” references list entry.
- AQ61** The Reference “Karimuna et al., 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ62** Please provide missing DOI or URL, if available, for the “Malmendier and Tate, 2005” references list entry.
- AQ63** Please provide missing DOI or URL, if available, for the “Prasetio et al., 2021” references list entry.
- AQ64** Please provide missing page number for the “Prasetyo et al., 2021” references list entry.
- AQ65** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021” references list entry.

- AQ66** Duplication of the reference “Prasetyo, Aliyyah, et al., 2021” has been deleted. Please check.
- AQ67** Please provide missing Issue/article title/volume number for the “Prasetyo et al., 2021” references list entry.
- AQ68** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021” references list entry.
- AQ69** Please provide missing Issue for the “Prasetyo et al., 2021” references list entry.
- AQ70** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021” references list entry.
- AQ71** Please provide missing Issue for the “Prasetyo et al., 2021a” references list entry.
- AQ72** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021a” references list entry.
- AQ73** The Reference “Prasetyo et al., 2021a” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ74** Please provide missing Issue for the “Prasetyo et al., 2021b” references list entry.
- AQ75** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021b” references list entry.
- AQ76** The Reference “Prasetyo et al., 2021b” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ77** The Reference “Prasetyo et al., 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ78** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021” references list entry.
- AQ79** Please provide missing DOI or URL, if available, for the “Prasetyo et al., 2021” references list entry.
- AQ80** The Reference “Prasetyo et al., 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ81** The Reference “Priono et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ82** The Reference “Putri and Sudaryanto, 2018” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ83** The Reference “Rahma et al., 2016” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ84** Please provide missing Issue/volume number for the “Rusdiyanto et al., 2020” references list entry.
- AQ85** Please provide missing DOI or URL, if available, for the “Rusdiyanto et al., 2020” references list entry.
- AQ86** Please provide missing Issue/page number for the “Rusdiyanto et al., 2021” references list entry.
- AQ87** Please provide missing DOI or URL, if available, for the “Rusdiyanto et al., 2021” references list entry.
- AQ88** Please provide missing DOI or URL, if available, for the “Rusdiyanto et al., 2020” references list entry.
- AQ89** The Reference “Sadimantara et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ90** Please provide missing Issue/page number/volume number for the “Shabbir et al., 2021” references list entry.
- AQ91** Please provide missing DOI or URL, if available, for the “Shabbir et al., 2021” references list entry.
- AQ92** Please provide missing DOI or URL, if available, for the “Sudaryanto et al., 2022” references list entry.
- AQ93** The Reference “Sudaryanto et al., 2020” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.

- AQ94** Please provide missing page number for the “Sudaryanto et al., 2019” references list entry.
- AQ95** Please provide missing DOI or URL, if available, for the “Sudaryanto et al., 2019” references list entry.
- AQ96** The Reference “Sudaryanto et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ97** The Reference “Sudaryanto et al., 2021” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ98** The Reference “Wijaya et al., 2020” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ99** Please provide missing Issue for the “Yuhertiana, 2011a” references list entry.
- AQ100** The Reference “Yuhertiana, 2011a” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ101** Please provide missing Issue for the “Yuhertiana, 2011b” references list entry.
- AQ102** The Reference “Yuhertiana, 2011b” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ103** The Reference “Yuhertiana et al., 2020” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ104** The Reference “Yuhertiana et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ105** The Reference “Yuhertiana et al., 2020” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ106** The Reference “Yuhertiana et al., 2019” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.
- AQ107** Please provide missing Issue for the “Yuping et al., 2014” references list entry.
- AQ108** The Reference “Yuping et al., 2014” is listed in the references list but is not cited in the text. Please either cite the reference or remove it from the references list.

## How to make corrections to your proofs using Adobe Acrobat/Reader

Taylor & Francis offers you a choice of options to help you make corrections to your proofs. Your PDF proof file has been enabled so that you can mark up the proof directly using Adobe Acrobat/Reader. This is the simplest and best way for you to ensure that your corrections will be incorporated. If you wish to do this, please follow these instructions:

1. Save the file to your hard disk.
2. Check which version of Adobe Acrobat/Reader you have on your computer. You can do this by clicking on the “Help” tab, and then “About”.

If Adobe Reader is not installed, you can get the latest version free from <http://get.adobe.com/reader/>.

3. If you have Adobe Acrobat/Reader 10 or a later version, click on the “Comment” link at the right-hand side to view the Comments pane.

4. You can then select any text and mark it up for deletion or replacement, or insert new text as needed. Please note that these will clearly be displayed in the Comments pane and secondary annotation is not needed to draw attention to your corrections. If you need to include new sections of text, it is also possible to add a comment to the proofs. To do this, use the Sticky Note tool in the task bar. Please also see our FAQs here: <http://journalauthors.tandf.co.uk/production/index.asp>.

5. Make sure that you save the file when you close the document before uploading it to CATS using the “Upload File” button on the online correction form. If you have more than one file, please zip them together and then upload the zip file.

If you prefer, you can make your corrections using the CATS online correction form.

### Troubleshooting

**Acrobat help:** <http://helpx.adobe.com/acrobat.html>

**Reader help:** <http://helpx.adobe.com/reader.html>

Please note that full user guides for earlier versions of these programs are available from the Adobe Help pages by clicking on the link “Previous versions” under the “Help and tutorials” heading from the relevant link above. Commenting functionality is available from Adobe Reader 8.0 onwards and from Adobe Acrobat 7.0 onwards.

**Firefox users:** Firefox’s inbuilt PDF Viewer is set to the default; please see the following for instructions on how to use this and download the PDF to your hard drive:

[http://support.mozilla.org/en-US/kb/view-pdf-files-firefox-without-downloading-them#w\\_using-a-pdf-reader-plugin](http://support.mozilla.org/en-US/kb/view-pdf-files-firefox-without-downloading-them#w_using-a-pdf-reader-plugin)





Received: 17 August 2022  
Accepted: 26 August 2022

\*Corresponding author: Nur Fadrih Asyik, Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Jl. Menur Pumpungan No. 30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60118, Indonesia  
E-mail: [nurfadrih@stiesia.ac.id](mailto:nurfadrih@stiesia.ac.id)

Reviewing editor:  
Collins G. Ntim, Accounting,  
University of Southampton,  
Southampton United Kingdom

Additional information is available at  
the end of the article

## ACCOUNTING, CORPORATE GOVERNANCE & BUSINESS ETHICS | RESEARCH ARTICLE

# The impact of a male CEO'S facial masculinity on leverage

Nur Fadrih Asyik<sup>1\*</sup>, Muchlis Muchlis<sup>2</sup>, Ikhsan Budi Riharjo<sup>1</sup> and Rusdiyanto Rusdiyanto<sup>3</sup>

**Abstract:** The purpose of this study was to obtain empirical evidence of the effect of male CEO's facial masculinity on leverage, to identify the effect of male CEO's facial masculinity on leverage. This study uses a quantitative approach with a population and research sample using companies on the Indonesia Stock Exchange in 2016–2021. The study collected images of faces identified as male CEOs from data from the Indonesia Stock Exchange website and company websites and using Google searches. The panel data analysis method in this study uses Regression Ordinary Least Square (OLS) with Stata Software which connects theories, concepts and data that can be carried out on research variables. The findings suggest that the higher the value of male CEOs' facial masculinity, the greater the effect on reducing corporate leverage, and vice versa, the lower the value of male CEOs' facial masculinity, the greater the impact on increasing corporate leverage value. The practical implications of this study can help the Indonesian Association of Accountants in developing accounting in Indonesia. Meanwhile, the theoretical implications of this study can explain agency theory and behavioral consistency theory. As for the policy implications of this study, it could provide empirical evidence that male CEOs' masculinity undermines corporate leverage. To date, researchers in Indonesia have not identified significant research on the topic of masculinity of male CEOs in relation with leverage, or the characteristic role of male CEOs in influencing leverage policy. This study contrasts previous findings of a study

5  
AQ1  
AQ2  
AQ3

10

15

20

25

AQ4

### ABOUT THE AUTHOR



Nur Fadrih Asyik

Associate Professor Dr. Nur Fadrih Asyik, S.E., M. Si., Ak., CA. is the Chairperson of the Indonesian School of Economics (STIESIA) Surabaya Indonesia, an Assessor of BAN PT and an independent researcher. He obtained his Bachelor's degree in Accounting from Indonesia School of Economics (STIESIA) Surabaya Indonesia with a degree (S.E), Master of Accounting Postgraduate Program from Gadjah Mada University with a degree (M.Si), Postgraduate Program in Accounting Science with his (Dr.) Degree research interests include financial accounting, corporate finance, corporate governance, behavioral accounting, management accounting and corporate social responsibility.

### PUBLIC INTEREST STATEMENT

Previous research conducted in the United States was conducted by (Yuping Jia et al., 2014) with the findings explaining that the face of male CEO masculinity has a positive effect on earnings management, while (Kamiya, et al, 2018) the findings empirically explain that the face of CEO masculinity has a positive effect. Against leverage. While the empirical findings in Indonesia have a different direction, the face of CEO masculinity has a negative effect on leverage, meaning that the higher the masculinity of the male CEO's face has an impact on the decrease in leverage, and conversely the lower the masculinity of the male CEO has an impact on the increase in leverage. The empirical findings have implications for regulators and corporate governance policy makers regarding male face size as a determinant of leverage policy.

that was conducted in the United States from 1993 to 2008. Meanwhile, the sampling period for this study was from 2016 to 2021 and was conducted in Indonesia.

**Subjects: Economics; Finance; Public Finance; Corporate Finance; Investment & Securities; Business, Management and Accounting; Auditing; Cost Accounting; Financial Accounting; Financial Management** 30

**Keywords: CEO male; masculinity; leverage; Stata**

**Subjects: G02; G32; G34; M1; Z1**

### 1. Introduction

The role of the male CEO in the company is very important to determine the success of the company he leads. Male CEOs have an important role for the company's success from the performance of its leaders. The CEO in carrying out his leadership in making policies used for the company, the CEO is the manager of the company. In Agency Theory (Jensen & Meckling, 1976) address the correlation between shareholders and the characteristics of male CEOs as agents. Shareholders are using a male CEO as an agent to carry out the tasks and interests of the shareholders, including transferring decision-making power from shareholders to male CEOs as agents (Mahiswari & Nugroho, 2014). In companies listed on the Indonesia Stock Exchange whose capital consists of stocks, shareholders function as principal while the characteristics of male CEOs act as an agent. Meanwhile, the theory of behavioral consistency (Epstein, 1979) suggests that the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and social status impacts leverage. Based on the characteristic role of male CEOs in decision-making, structuring and building leverage policies, substantial research on the function of male CEOs' features in various corporate strategic decisions has been conducted. This study compares previous research conducted in the United States of America (Kamiya et al., 2018a) explaining that male CEOs' facial masculinity has a positive effect on corporate leverage, whereas agency theory (Jensen & Meckling, 1976) describes that male CEOs' characteristics affect policy and leverage determination. Male CEOs as company managers have more access to data about the company's current situation and future prospects than shareholders do, enabling the findings provide empirical evidence in the field of accounting for behavior. 35 40 45 AQ9 50

The facial masculinity is a concept of male aggression that has implications for aggressive nature, has a tough character, and tends to be emotional when performing acts (Jewitt, 1997). The facial masculinity of male CEOs was related to testosterone, aggressiveness, while social status affects leverage (Kamiya et al., 2018a). Factors affecting a male CEO's performance in managing a company can be found in the facial masculinity (Tanjaya & Santoso, 2020). According to (Kamiya et al., 2018a), male CEOs with masculine looks have traits that affect the company's management process. The facial masculinity is a personal trait that a person is born with. The facial masculinity that occurs in men predicts masculine behavior habits and is connected with aggressive behavior, according to (Kamiya et al., 2018a) in the neuroendocrinology literature. High level of male CEO masculinity is associated with more aggressive management (Tanjaya & Santoso, 2020). Leverage is boosted by the masculine appearance of male CEOs. According to (Kamiya et al., 2018a) financing decisions are based on leverage. A company's liabilities might grow as a result of high leverage (Hamada, 1972; Kamiya et al., 2018a). Characteristics of male CEOs affect leverage (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011). 55 60 65

According to (Bertrand & Schoar, 2003), the characteristics of male CEOs affect the company's decision-making process. Male CEOs have a confident attitude and usually decide the company's leverage policy. The excessive confidence of male CEOs' masculinity often does leverage (Benmelech & Frydman, 2013; Kamiya et al., 2018a; Malmendier & Tate, 2005), Acquisition 70

(Doukas & Petmezas, 2007; Kamiya et al., 2018a; Kim & (Andy), 2013), Innovation (Hirshleifer et al., 2012; Kamiya et al., 2018a).

Leverage is positively affected by male CEO characteristics (Gomulya et al., 2017; Kamiya et al., 2018a; Yuping Jia et al., 2014) Accordinging to neuroendocrinology research, a man's face affects his aggressive behavior. While (Carré & McCormick, 2008; Christiansen & Winkler, 1992) explain that the a male's facial masculinity influences a person's aggressive behavior. (Campbell et al., 2011) argue how facial masculinity affects men's behavior, while (Wong et al., 2011) explain that male CEOs have such a tendecny to negotiate for personal gain. Thus (Stirrat & Perrett, 2010) explain that men with a manly face are considered to be trustworthy. Therefore (Kamiya et al., 2018a; Kim et al., 2017; Wong et al., 2011) provide empirical evidence that the characteristics of male CEOs with a higher facial masculinity show better work performance than male CEOs with such a lower facial masculi-  
nity. Leverage is influenced by the facial masculinity of male CEOs (Kamiya et al., 2018a).

This research proposes clear and focused limitations. This study emphasizes on the importance of male CEOs' masculinity as a root cause of leverage, and this is restricted to companies listed on the Indonesia Stock Exchange between 2016 to 2021. The research focuses on the facial structure of male CEOs' masculinity, leverage, size, profitability, earnings management, research & development. ImageJ software was used to measure subjective masculinity facial variables of a male CEOs.

## 2. Literature review and hypothesis development

### 2.1. Agency theory

Agency theory is defined the principal can limit the difference from its interests by setting appropriate incentives for agents and by incurring monitoring costs designed to limit deviant agent activities. Furthermore, in some situations, the principal may pay agents to expend resources for guarantee that the agent will not take any action that could harm the principal (Jensen & Meckling, 1976). A male CEO's as an agent should have the same objective as share- holders do, which is to improve the company through shareholder prosperity, but male CEOs as agents may have their own thoughts that are contrary to what shareholders think (MAYANGSARI, 2001). As a conclusion, agency theory offers an important solution to male CEOs' decision-making characteristics in the face of corporate leverage. According to (Jensen & Meckling, 1976) define agency costs in three categories: monitoring, bonding, and residual. Eisenhardt (1989) The agency theory consists of three human nature assumptions, namely: (1) humans are generally selfish, (2) humans have limited thinking power in terms of future perceptions, and (3) humans avoid risk at all costs. From the concept of human nature, it can be seen that the usual role of male CEOs affects the company's leverage.

### 2.2. Behavior consistency theory

According to (Epstein, 1979) explains that the facial masculinity of male CEOs correlates with testosterone, aggressive, and social status affects leverage, seen from the perspective of beha- vioral consistency theory. He also discusses how behavioral consistency could be used to predict a majority of people within a given time span. The theory of behavioral consistency is assumed to be the opinion of a person's ability to affect issues that trigger emotions to emerge; consistency of behavior can be shown as a particularly selected subject; consistency of behavior is described in the study with the title: "The Stability of Behaviour: I. Predicting Most of the People Much the Time".

### 2.3. Face, testosterone, and behavior

Previous research has provided empirical evidence of a link between testosterone and masculine behavior. A CEO's face may be the basis for male facial linkages to topics in this study. (Jia et al., 2014) explains that a man's face can predict masculine behavior. Based on laboratory evidence, (Carré & McCormick, 2008; Christiansen & Winkler, 1992) claim that a man's face predicts aggres- sive traits. Men's faces affect masculine behavior (Eisenegger et al., 2010; Jia et al., 2014). According to (Jia et al., 2014) explain that the relationship between testosterone and male CEOs'

behavior affects the brain both before birth and during growth. A group of nerve cells plays a role in the processing of memories and emotional reactions as mediators between testosterone in brain regions to evaluate social interactions (Bos et al., 2012; Jia et al., 2014).

AQ14

Testosterone regulates adolescent spurt (Johnston et al., 2001). Adolescents' development is affected by testosterone (Verdonck et al., 1999; Jia et al., 2014). Previous research indicates that male and female growth differs in the bizygomatic (the area between the left and right cheeks), however, there is no difference in the growth period for upper facial height (Jia et al., 2014). The findings provide empirical evidence that testosterone does affect the development of the male face (Folstad & Karter, 1992). Meanwhile, according to (Jia et al., 2014; Alrajih & Ward, 2014), men's looks affect masculine behavior during their growth. Further, the findings of (Lefevre et al., 2013) provide empirical evidence that there is indeed a connection between testosterone and the ratio of male facial width. Some other studies suggest that the ratio of a man's face width to testosterone has a beneficial link. In addition, testosterone has a positive relationship with the face, as suggested by previous research (Lefevre et al., 2013). Higher or lower testosterone in men affects the facial masculinity, according to (Jia et al., 2014; Pound et al., 2009).

AQ15

AQ16

AQ17

130

AQ18

#### **2.4. The masculinity of male CEOs and leverage**

The characteristics of male CEOs affect leverage, according to (Bertrand & Schoar, 2003; Cain & McKeon, 2016; Kamiya et al., 2018a). Meanwhile, (Bernile et al., 2015; Kamiya et al., 2018a; Malmendier et al., 2011) offer empirical evidence that the experience of male CEOs' characteristic affects leverage. In addition (Kamiya et al., 2018a; Kim; Kim et al., 2017) contend that Male CEOs' facial masculinity has a positive effect in leverage. Several previous research reveal that the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, as seen through the perspective of behavioral consistency theory (Epstein, 1979). Male CEOs' masculinity has a positive impact on leverage. According to (Kamiya et al., 2018a) found out that financing decisions are primarily based on leverage policies. A company's liabilities can be improved by using high leverage. The masculinity of male CEOs has a positive effect on leverage, according to (Kamiya et al., 2018a). Similarly (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011) also reveal that Male CEO characteristics have a positive effect on leverage.

140

AQ19

145

#### **2.5. Conceptual framework of research**

A conceptual framework is used to explain the effect of independent variables on dependent, and control variable used in this study. The conceptual framework of this study can be seen in the figures below, which position the masculinity of male CEOs as an independent variable, leverage as a dependent variable, and size profitability, earnings management and research & development, as a control variable:

150

155

#### **2.6. Research hypothesis**

##### **2.6.1. The facial masculinity of male CEOs affects leverage**

According to (Jensen & Meckling, 1976) an agency relationship arises when shareholders hire male CEO characteristics as agents to provide services and then transfer the decision-making power. In practice, characteristics of male CEOs as a company manager know more about internal current information and prospects of the company than shareholders do. As a consequence, the characteristics of a male CEOs as an agent must provide information about the company's condition to shareholders, but the information conveyed by the characteristics of a male CEOs as an agent is sometimes not by the actual conditions of the company (Jensen and Meckling (1976)

160

From the perspective of behavioral consistency theory (Epstein, (1979), the facial masculinity of male CEOs correlates with testosterone, aggressiveness, and confidence influences leverage. Male CEOs' masculinity has a positive influence on leverage. As suggested by (Kamiya et al., 2018a), the facial masculinity of male CEOs has a positive effect on leverage. Meanwhile,

165

(Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011) provide empirical evidence that male CEO characteristics have a positive effect on leverage. According to (Chava and Purnanandam (2010) the characteristics of male CEOs are connected with leverage. By combining all the above arguments, the following hypothesis is proposed in this study:

H1: The Facial Masculinity of Male CEOs Positively Affects Leverage

### 3. Methodology

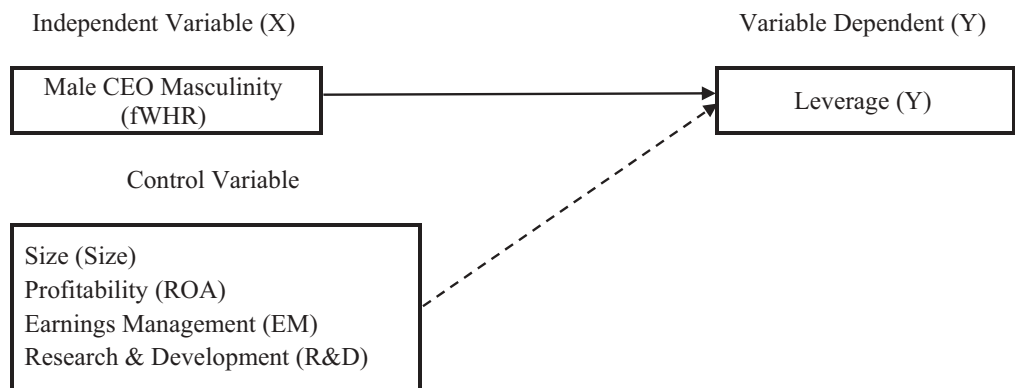
#### 3.1. Types and approaches to research

This research uses a quantitative approach to give meaning to the interpretation of statistical figures (Aliyyah, Siswomihardjo et al., 2021; Prasetyo et al., 2021). The research aimed to provide empirical evidence of the effect of male CEO masculinity on leverage. Explanatory research is used in the design process (Abadi et al., 2021; Indrawati et al., 2021). Companies listed on the Indonesia Stock Exchange from 2016 to 2021 were used in the population and research samples. The researchers collected data from the Indonesia Stock Exchange website and company websites, as well as Google searches, to obtain figures of faces identified as male CEOs within a period between 2016 and 2021. Regression ordinary least square (OLS) with Stata Software was used to analyze the data in this study. One of the regression completion procedures, Stata has a high degree of flexibility in research that connects theories, concepts, and data that can be done on variables in research.

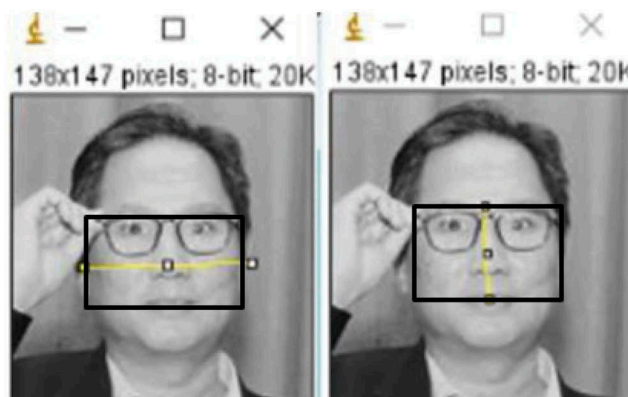
#### 3.2. Operational definition and measurement

Male CEOs' masculinity is the independent variable, leverage is the dependent variable, and the variable of size, profitability, earnings management and research & development is the control variable.

AQ20 **Figure 1. Conceptual framework of research.**



AQ23 **Figure 2. Male CEO Masculinity Face Measurements (fWHR).**



### 3.2.1. Variable independent (fWHR)

Independent variable is a variable that can affect other variables (Abadi et al., 2021; Aliyyah, Prasetyo et al., 2021) This study used male CEO masculinity facial variables as the independent variable. The facial masculinity is a concept of masculine behavior that exists in men having implications on aggressive behavior, having a tough character, having a tendency to be emotional in carrying out their actions (Jewitt, 1997). ImageJ software was used to measure male CEOs' facial masculinity variables, this study changed the male CEO's face figure to a gray-scale figure with a height of 8 bits (Kamiya et al., 2018a). 190 AQ21 195

For the face of each male CEO inside the ImageJ software, the researchers selected a location in the face figure and dragged the mouse to another location to measure the distance, the vertical line size represents the distance between the upper lip and the highest point of the eyelid. The horizontal line represents the maximum distance between the left and right cheeks, while the vertical line represents the minimum length (Kamiya et al., 2018a). Therefore, the study independently provided photo quality scores from zero to three based on the following guidelines: 200 AQ22

0: Poor posture in which (1) only one ear is visible due to the person's sideways posture; or (2) the photographer photographed the face figure from below or above, causing face height measurement problematic. 205

1: One ear seems to be perfect, but because the person is facing to the side, only half of the other ear is visible.

2: The person looks straight ahead and both ears are visible with roots on the face.

3: Perfect posture, with both ears clearly visible to the roots, and the person is looking straight ahead. 210

Based on the criteria of (Kamiya et al., 2018a), the study used quality scores of two and three. The measurement scale of this study used the percentage ratio scale which can be seen in the following figure:

Description:		
Horizontal line	:	Represents the maximum distance between the left and right cheeks.
Vertical Line	:	Represents the distance between the upper lip to the highest point of the eyelid

### 3.2.2. Dependent variable (Y)

Dependent variable is a variable whose value cannot be affected by other variables (Kalbuana, Prasetyo et al., 2021; Kalbuana, Suryati et al., 2021). The dependent variable in this study is leverage. Leverage illustrates the division of total liabilities by total assets. This financial ratio explains the amount of assets owned by companies financed by liabilities. The greater the value of the liability, the bigger the impact felt by investors in receiving the profits (Kamiya et al., 2018a). Leverage measurement is the result of the division of total liabilities by total assets (Kamiya et al., 2018a). This research measurement scale uses a percentage ratio scale with the following formula: 215 220

$$\text{Leverage} = \frac{\text{Total Liability}}{\text{Total asset}}$$

Description:		
Leverage <sub>i,t</sub>	=	Leverage i in the year to t
Total Liabilitas <sub>i,t</sub>	=	Total liabilities of the company i in the year to t
Total Assets <sub>i,t</sub>	=	Total assets of the company i in the year to t

### 3.2.3. Control variable

Control variable is a variable used to control causal relationships to better obtain a more complete and better empirical model (Kalbuana, Prasetyo et al., 2021; Kalbuana, Suryati et al., 2021). As a result, variables can affect the indications that are being studied. The control variable used in this study is size, profitability, earnings management and .

225

**3.2.3.1. Size (size).** Size is a value that can classify a company into large or small types that are sourced on total assets, and log size. Larger total asset indicates a larger the size. The larger the size, the more complete the transactions being carried out. (Luwihono et al., 2021; Prabowo et al., 2020). (Shabbir et al., 2021; Susanto et al., 2021) describe the size measurement scale using firm size with the following formula:

230

$$SIZE = \ln \text{ total asset}$$

**3.2.3.2. Profitability (ROA).** Profitability is a tool that can be used to evaluate if investments that have been invested by investors are able to provide profits as expected. The measurement of profitability used Return on assets (ROA) which describes the division of net profit divided by total assets (Agustia Rusdiyanto et al., 2020; Juanamasta et al., 2019; Rusdiyanto et al., 2020). The measurement scale uses a percentage ratio scale, with the following formula:

235

$$\text{Return on asset} = \frac{\text{net profit}}{\text{Total asset}}$$

Description:		
Return on assets <sub>i,t</sub>	=	Return on company assets i in the year to t
Net Profit <sub>i,t</sub>	=	Net profit of company i in the year to t
Total assets <sub>i,t</sub>	=	Total assets of the company i in the year to t

240

**3.2.3.3. Earnings Management (EM).** Earnings Management on research using model measurement (Kothari et al., 2005) refinement of the model (Jones, 1991) by including return on assets, this model adds return on assets in the calculation of discretionary accruals, so as to be able to measure Earnings Management more accurately. The measurement scale of this study uses a percentage ratio scale. Here's the model equation (Kothari et al., 2005) with the following formula:

AQ24  
AQ25

245

(1) Calculating TA (total accrual) i.e. net profit for year t less operating cash flow for year t with the following formula:

$$TAC = NI_{it} - CFO_{it}$$

The following is an estimate of total accrual (TA) using the Ordinary Least Square method:

$$\frac{TA_{it}}{A_{it-1}} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( \frac{\Delta RE_{vit}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \epsilon$$

(2) The NDA (non-discretionary accruals) are calculated using the formula above, which includes the regression coefficient.: 250

$$NDA_{it} = \beta_1 \left( \frac{1}{A_{it-1}} \right) + \beta_2 \left( -\frac{\Delta RE_{vit}}{A_{it-1}} - \frac{\Delta REC_{it}}{A_{it-1}} \right) + \beta_3 \left( \frac{PPE}{A_{it-1}} \right) + \beta_4 \left( \frac{ROA_{it}}{A_{it-1}} \right) + \epsilon$$

(3) Finally, the formula for determining DA (discretionary accruals) as a metric of Earnings Management is as follows:

$$DA_{it} = \frac{TA_{it}}{A_{it-1}} - NDA_{it}$$

Description:		
NDA <sub>it</sub>	=	Non Discretionary Accruals of the corporation i in the period of years t
TAC <sub>it</sub>	=	Total accruals of the corporation i in the time/period t
NI <sub>it</sub>	=	Net profit of the corporation i in the time/period of years t
CFO <sub>it</sub>	=	Corporation's operating cash flow in year t
A <sub>it-1</sub>	=	Total assets of corporation i in the time/period t-1
ΔRE <sub>vit</sub>	=	The revenue of the corporation i in year t is reduced by the revenue company I in year t-1
PPE <sub>it</sub>	=	Fixed assets of the corporation i in the time/period t
DA <sub>it</sub>	=	Discretionary accruals of the corporation i in the time/period to t
ΔREC <sub>it</sub>	=	Accounts receivable of the corporation i in year t minus the income of the corporation i in year t-1
ROA <sub>it</sub>	=	Return on assets of the corporation i in the time/period d to t
ε	=	Error

3.2.3.4. *Research & development (R&D)*. **Research & development are an investment made by the company on a new science basis, to produce more efficient products based on existing resources (Tuna et al., 2015). Research & development are measured using the research & development cost intensity ratio (Padgett & Galan, 2010; Arifian & Yuyetta, 2012) with the following formula:**

$$R \ \& \ D = \frac{\text{Total Research \& Development Expenditure}}{\text{Sales}}$$

255

AQ26  
AQ27  
AQ28



<b>Description:</b>		
Research & Development <sub>i,t</sub>	=	Research & Development i in year t
Total Research & Development Expenditure <sub>i,t</sub>	=	Total Research & Development Expenditure i in year t
Sales <sub>i,t</sub>	=	Sales i in year ke t

**3.3. Data analysis techniques**

260

Data analysis is part of the data testing process after the selection and collection stage of research data. Data analysis is interpreted as estimating or determining the magnitude of the quantitative influence of the change of an event on something else, as well as predicting or estimating other events (Sudaryanto et al., 2022; Utari; Utari, Sudaryanto et al., 2021).

**3.3.1. Descriptive statistics**

265

Descriptive statistics are statistics that can illustrate the research object through analytical data, without doing analysis (Prasetyo, Aliyyah, Rusdiyanto, Utari, et al., 2021; Utari, Iswoyo et al., 2021) from the data of male CEO facial masculinity variable, leverage variable, size variable, profitability variable (ROA), earnings management variable and Research & Development variable.

AQ29

**3.3.2. Pearson correlation test**

270

Parson correlation testing is used to look at the relationship between an independent variable and a dependent variable by assuming the Pearson correlation of the data is normally distributed (Prasetyo, Aliyyah, Rusdiyanto, Suprpti et al., 2021; Rusdiyanto et al., 2021). Correlation testing produces positive (+) and negative (-) numbers. If the correlation value is positive, it means that the variables move in the same direction, meaning that when the independent variable is large, the dependent variable is also getting bigger. If the value is negative, it means that the variables move in the opposite directions, meaning that if the value of the independent variable is large, then the dependent variable is getting smaller. Correlation numbers range from 0-1 (Endarto, Taufiqurrahman, Indriastuty et al., 2021; Prasetyo, Aliyyah, Rusdiyanto, Kalbuana, et al., 2021). Pearsonr correlation formulation is as follows:

275

AQ30

280

$$r_{xy} = \frac{n\sum XY - (\sum X)(\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X)^2\}\{n\sum Y^2 - (\sum Y)^2\}}}$$

<b>r</b>	=	<b>Correlation value</b>
X	=	Variable X
Y	=	Variable Y

**3.3.3. Research regression model**

Regression analysis is used to find out how close the relationship between one variable and another variable is. The regression analysis has a function to predict the value of independent variable (Y) if the dependent variable (fWHR) is changed (Prasetyo, Aliyyah, Rusdiyanto, Suprpti et al., 2021; Rusdiyanto et al., 2021). The method used in this study was panel data regression analysis. Panel data is also called pool data, longitudinal data, and micro panel data. The panel data regression analysis was used to examine the influence of male CEOs' facial masculinity

285

AQ5

**Table 1. Variable Description**

Information		Description
i	=	Company cross-section data
t	=	Company time-series data
LEV	=	Leverage
fWHR	=	The Facial Masculinity of a Male CEO
Size	=	Company Size
ROA	=	Profitability
EM	=	Earnings Management
R&D	=	Research & Development
α	=	Constanta
β1, β2, β3	=	Coefisien regresion variable LEV, fWHR, control, Size, ROA, EM, R&D
ε	=	Error

(fWHR) on leverage (Y). Based on the independent variables and dependent variables that have been described, an equation model is obtained that will be used as follows: 290

$$LEVi, t = \beta_0 + \beta_1fWHRi, t + \beta_2Sizei, t + \beta_3ROAi, t + \beta_4EMi, t + \beta_5R\&Di, t + \epsilon \quad (1)$$

To explain the model of the facial masculinity of male CEOs, variables of leverage, size, profitability, earnings management and research & development can be explained as follows:

#### 4. Research and discussion results

##### 4.1. Descriptive statistics of variables

The results of descriptive statistics can be presented with minimum, maximum, mean, and standard deviation of the variables studied from the sample companies. In addition to presenting based on a sample of all companies listed on the Indonesia Stock Exchange from 2016 to 2021, the figure also shows the testing of this sample based on the company: 295

The table output variables dependent stata above shows the number of observations (N) was 1925. From these 1925 observations, the leverage value minimum was .000, and the leverage value maximum was 0.990. The mean value of 1925 observations or the mean was of 0.482 with a standard deviation of 0.245. The table variables independent output stata above shows the number of observations (N) was 1781. From these 1781 observations, the value of male CEOs' facial masculinity minimum was 0.110, and the value of male CEOs' facial masculinity maximum was .267. The mean value of 1781 observations or the mean was of 2.086 with a standard deviation of 6.287. The table variables control output stata above shows the number of observations (N) was 1925. From these 1925 observations, the size value (minimum) was 11.862, and the size value (maximum) was 31.592, The average value of 1925 observations or the mean was of 23.120 with a standard deviation of 5.011, Based on the table output stata above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the profitability value (ROA) minimum was .000, and the profitability value (ROA) maximum was 0.925, the average value of 1925 observations or the mean was of 0.078 with a standard deviation of 0.108, Based on the table output stata above, it can be seen that the number of observations (N) was 1925. From these 1925 observations, the Earnings management minimum was .000, and the Earnings management maximum was 0.046, the average value of 1925 observations or the mean was of 0.003 with a standard deviation of 0.007, Based on the table output stata above, it can be seen that the number of observations (N) was 170. From these 170 observations, the research & development 300 305 310 315

**Table 2. Descriptive Statistics**

<b>Variables Dependent</b>	<b>Obs</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>	<b>p1</b>	<b>p99</b>	<b>Skew.</b>	<b>Kurt.</b>
Leverage	1925	.482	.246	.000	.990	.010	.930	-.041	2.107
Variables Independent	Obs	Mean	Std. Dev.	Min	Max	p1	p99	Skew.	Kurt.
CEO masculinity (fWHR)	1781	2.086	6.287	.110	267	1.340	2.790	42.038	1771.784
Variables Control	Obs	Mean	Std. Dev.	Min	Max	p1	p99	Skew.	Kurt.
Size	1925	23.120	5.011	11.862	31.592	12.927	30.952	-.269	1.746
Probability (ROA)	1925	.078	.108	.000	.925	.001	.528	3.626	20.785
Earnings Management	1925	.003	.007	.000	.046	.000	.036	3.132	12.117
Research & Development	170	15.234	2.549	6.234	21.802	6.491	21.797	-.190	4.575

**Table 3. Pearson Correlation Test**

Variables	(1)	(2)	(3)	(4)	(5)	(6)
(1) Leverage	1.000					
(2) CEO masculinity (fWHR)	0.006 (0.809)	1.000				
(3) Size	-0.189 (0.000)	-0.038 (0.104)	1.000			
(4) Profitability (ROA)	-0.147 (0.000)	0.001 (0.953)	-0.077 (0.001)	1.000		
(5) Earnings Management	0.111 (0.000)	0.059 (0.013)	-0.055 (0.016)	-0.042 (0.068)	1.000	
(6) Research & development	0.151 (0.049)	-0.086 (0.278)	-0.206 (0.007)	0.246 (0.001)	0.001 (0.985)	1.000
(1) Leverage	1.000					
(2) CEO masculinity (fWHR)	0.006	1.000				
(3) Size	-0.189*	-0.038	1.000			
(4) Profitability (ROA)	-0.147*	0.001	-0.077*	1.000		
(5) Earnings Management	0.111*	0.059	-0.055	-0.042	1.000	
(6) Research & development	0.151	-0.086	-0.206*	0.246*	0.001	1.000

\*\*\* p < 0.01, \*\* p < 0.05, \* p < 0.1

AQ8

**Table 4. Goodness of Fit Model Testing**

	(1)	(2)	(3)
	OLS	OLS	OLS
VARIABLES	Leverage	Leverage	Leverage
CEO masculinity (fWHR)	0.002** [0.000]	-0.000** [0.000]	-0.003** [0.000]
Size (Size)		-0.009*** [0.001]	-0.009*** [0.001]
Profitability (ROA)			-0.363*** [0.070]
Earnings management (EM)			5.160* (2.820)
Research & development (R&D)			0.020*** (0.010)
Constant	0.487*** [0.006]	0.724*** [0.027]	0.709*** [0.027]
Observations	1,781	1,781	1,781
R-squared	0.000	0.059	0.069

Standard errors in parentheses \*\*\* p < 0.01, \*\* p < 0.05, \* p < 0.1

minimum was 5.234, and the research & development maximum was 21.502, the average value of 170 observations or the mean was of 15.234 with a standard deviation of 2.549.

#### 4.2. Pearson correlation test

Pearson's correlation test was done to see how strong or how weak the relationship between the facial masculinity of male CEOs and leverage. In this test, if the Pearson correlation value (r) is above 0.05 (5%), it means that there is a strong relationship between the facial masculinity of male CEOs to leverage, but if the Pearson correlation value is below 0.05 (5%), then it means that the relationship between the facial masculinity of male CEOs and leverage is said to be weak.

Based on the table above, it can be interpreted that the leverage variable, the facial masculinity of male CEOs, size, Profitability (ROA), earnings management and Research & development have a value above 0.05 (5%). Thus, it explains that all variables are declared to be valid to be used in model testing. The reliability test results above explain the value of above 0.05 (5%). This proves that all variables used are reliable and produce the same results when tested.

#### 4.3. Goodness of fit model testing

Hypothesis testing in research is very important, it can determine whether the research conducted is scientific enough or not. To find out the feasibility of the model scientifically, based on the results of three tests that have been tested Chow-test, Lagrange multiple test, and Hausman test, the model that fits the hypothesis proposed is the estimated pooled least square (PLS) model with the following output results:

#### 4.4. Discussion of research results

The probability result of Prob>F was  $0,000 \leq 0.05$  (5%), showing that if taken together, the value of regression coefficient is significant, which means that the facial masculinity of male CEOs affects leverage. The R2 value was 0.069, indicating that the male CEO's masculinity on the leverage had a determination level of 0.069. This means that the facial masculinity of male CEOs can be

explained by the 0.0687 of variability of leverage. The discussion of the research findings is an analysis of the suitability of previous theories, opinions, or research that has been put forward by the findings of past research to overcome phenomena in this study. The followings are the main parts that can be discussed in the analysis of the findings of this study: 345

#### 4.4.1. Findings: the facial masculinity of male CEOs negatively affects leverage

The facial masculinity of the male CEOs shows that the estimated negative coefficient is not in accordance with the initial hypothesis. The results of the t-test explain that the facial masculinity of male CEOs had a negative and significant effect on leverage at the significance level of p-value  $0.000 \leq 0.05$  (5%). Furthermore, regarding the magnitude of the influence of male CEOs' masculinity on leverage, it can be seen from the regression coefficient value of male CEOs' masculinity of  $-.002$ . This explains that when the male CEOs' facial masculinity increases by 1 percent, leverage will decrease by  $-.002$ . 350

The findings of empirical testing indicate that higher level of male CEOs' facial masculinity affect the decrease of the leverage, and vice versa, lower facial masculinity of male CEOs has an impact on the increase of leverage. Hence, the empirical findings do not support the proposed hypothesis that the facial masculinity of male CEOs has a positive effect on leverage, the Accepted Hypothesis is (p-value  $0.000 \leq 0.05$  (5 %). The initial hypothesis was submitted based on previous research findings that lead to positive result (Jia et al., 2014; Kamiya et al., 2018a). The empirical findings contradict the initial hypothesis because the coefficient results of the male CEOs' facial masculinity in Indonesia and the coefficient those of the male CEOs' facial masculinity in the United States are in the opposite directions. The coefficient of determination's negative result suggests that the masculinity of Indonesia's male CEOs is in the opposite direction of the masculinity of male CEOs in the United States. The difference in the findings of these scientific investigations will have an impact on masculine behavior, influencing the masculinity of male CEOs in policy making. 355 AQ81 365

The findings of this empirical study are different from the findings of previous studies (Kamiya et al., 2018a). The results of a study conducted in the United States from 1993 to 2008 revealed that the facial masculinity of male CEOs has a positive effect on leverage, meaning that the higher the facial masculinity of male CEOs, the higher the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the lower the leverage is. Meanwhile, an empirical study in Indonesia for the sampling period of 2016–2021 reveals that the facial masculinity of male CEOs negatively affects the leverage, suggesting that the higher the facial masculinity of male CEOs the lower the leverage is, and vice versa, the lower the facial masculinity of male CEOs, the higher the leverage is. 370

The findings are backed by a behavioral consistency theory that explains how the facial masculinity of male CEOs is related to testosterone, aggressiveness, and social status affects leverage, seen through the perspective of behavioral consistency theory (Epstein, 1979). While agency theory mainly is concerned with the form of agreement between shareholders in combination with the characteristics of a male CEO as an agent in managing the firm, the characteristics of a male CEO as an agent bear a significant amount of responsibility for the company's success. Shareholders hire male CEOs as agents to provide services and then delegate authority to them in decision-making, according to (Jensen and Meckling (1976). In practice, a male CEO's characteristics as an agent as in managing the company know much more internal information and future company's prospects than shareholders do. As a consequence, the characteristics of male CEOs as agents have a responsibility to give shareholders relevant information about the company's condition 375 380 385

According to (Kamiya et al., 2018a) higher facial masculinity of male CEOs has an impact on increasing leverage, and lower facial masculinity of male CEOs has an impact on decreasing leverage. Financing decisions are focused on leverage policies, and high leverage can increase company's liabilities. Male CEOs with such a higher characteristic value have higher leverage, whereas male CEOs with such a lower characteristic value have lower leverage (Chava & Purnanandam, 2010; Cronqvist et al., 2012; Huang & Kisgen, 2013; Malmendier et al., 2011). 390

## 5. Conclusion

The higher the masculinity value of the male CEO's face, the lower the leverage value, and conversely the lower the masculinity value of the male CEO's face, the higher the leverage value. Behavioral consistency theory argues that the masculinity of the male CEO's face affects leverage. Meanwhile, agency theory explains the role of male CEO characteristics in making policies regarding leverage. Meanwhile, ImageJ software supports empirical findings that male CEO facial masculinity affects leverage, and the presence of male CEO characteristics is supported by agency theory and behavioral consistency theory. 395

This study has limitations that are unavoidable, the disclosure of limitations has the aim of filling the empty space of the limitations of this study: The elements in conducting content analysis determine the measurement of the masculinity face value of male CEOs using imageJ software cannot distinguish modified male CEO images, taking pictures of male CEOs was obtained from the company's annual report in the 2016–2021 period and the use of male CEO image searches on Google. The sample in this study was limited to taking pictures of male CEOs found in the company's annual report in the 2016–2021 period and using male CEO image searches Googled, researchers could not distinguish the image of a male CEO that had gone through modifications. 400 405

These empirical findings have implications for company management as policy-making regarding the face of male masculinity has an impact on leverage policy, so that the empirical findings can be used by company management and the government as leverage policy makers. These findings provide empirical evidence in the field of behavioral accounting by looking at the face of masculinity as a determinant of corporate leverage. Furthermore, it enriches empirical findings in the field of behavioral accounting and becomes a reference for conducting future research 410

### Funding

This work has been carried out with support provided by the Indonesia School of Economics (STIESIA) Surabaya, Jl. Menur Pumpungan No. 30, Menur Pumpungan, Sukolilo District, Surabaya City, East Java 60,118, Indonesia

### Author details

Nur Fadrih Asyik<sup>1</sup>  
E-mail: [nurfadrih@stiesia.ac.id](mailto:nurfadrih@stiesia.ac.id)  
ORCID ID: <http://orcid.org/0000-0002-6060-7117>  
Muchlis Muchlis<sup>2</sup>  
Ikhsan Budi Riharjo<sup>1</sup>  
Rusdiyanto Rusdiyanto<sup>3</sup>  
ORCID ID: <http://orcid.org/0000-0002-7456-7072>  
Collins G. Ntim

<sup>1</sup> Faculty of Economics and Business, Indonesia School of Economic (STIESIA) Surabaya, Surabaya City, Indonesia.

<sup>2</sup> Faculty of Economics and Business, Muhammadiyah University, Surabaya City, Indonesia.

<sup>3</sup> Faculty of Economics and Business, Universitas Airlangga Indonesia, Gubeng, Surabaya, Indonesia.

### Disclosure statement

No potential conflict of interest was reported by the author(s).

### Author contributions

Conceptualization, N.F.A and R.; investigation, M. and R.; writing—preparation of original draft, I.K.B.; writing—reviews and editing, R. and M.; supervision, I.K.B.; project administration, N.F.A.; fund acquisition, N.F.A, and I.K.B All authors have read and approved the published version of the manuscript.

### Data availability statement

The study did not involve any data sets and the articles collected were sourced from <https://www.scopus.com/home.uri>, accessed on 2022 and <https://scholar.google.com/>, accessed on 2022.

### Declaration of Conflicting Interests

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

### Citation information

Cite this article as: The impact of a male CEO'S facial masculinity on leverage, Nur Fadrih Asyik, Muchlis Muchlis, Ikhsan Budi Riharjo & Rusdiyanto Rusdiyanto, *Cogent Business & Management* (2022), 00: 2119540.

### References

Abadi, S., Endarto, B., Taufiqurrahman, A., B, R., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Purwati, A., Wijaya, A. U., Rusdiyanto, & Kalbuana, N. (2021). Indonesian desirous finality of the community in regard. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–10.

Adams, R. B., & Ragunathan, V. (2017). Lehman sisters. *Working Paper*, 1–57. <https://doi.org/10.2139/ssrn.3046451>

Aliyyah, N., Prasetyo, I., Rusdiyanto, R., Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, C., Mulyani, S., Grahani, F. O., Rochman, A. S., Kalbuana, N., Hidayat, W., & Tjaraka, H. (2021). What affects employee performance through work motivation?. *Journal of Management Information and Decision Sciences*, 24, 1–14. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85110461420&partnerID=40&md5=4b5e50800f8866ccdd52682c4b5a73f4>

Aliyyah, N., Siswomihardjo, S. W., Prasetyo, I., Rusdiyanto, P., Rochman, A. S., & Kalbuana, N. (2021). The effect of types of family support on startup activities in Indonesia with family cohesiveness as moderation. *Journal of Management Information and Decision Sciences*, 24(Special Is), 1–15.

Alrajih, S., & Ward, J. (2014). Increased facial width-to-height ratio and perceived dominance in the faces of

AQ1

AQ2

AQ32

395

400

405

410

AQ33

AQ34

AQ35

AQ36

AQ37

- the UK's leading business leaders. *British Journal of Psychology*, 105(2), 153–161.
- AQ38 Asyik, N. F., Wahidahwati, & Laily, N. (2022). The role of intellectual capital in intervening financial behavior and financial literacy on financial inclusion. *WSEAS Transactions on Business and Economics*, 19, 805–814. <https://doi.org/10.37394/23207.2022.19.70>
- AQ39 Benmelech, E., & Frydman, C. (2013). Military CEOs. *Journal of Financial Economics*, 117(1), 43–59. <https://doi.org/10.1016/j.jfineco.2014.04.009>
- AQ40 Bernile, G., Bhagwat, V., & Rau, P. R. (2015). What doesn't kill you will only make you more risk-loving: Early-life disasters and CEO behavior. *Working Paper*, 1–72. <https://doi.org/10.1111/jofi.12432>.This
- AQ41 Bertrand, M., & Schoar, A. (2003). Managing with style: The effect of managers on firm policies. *The Quarterly Journal of Economics*, 118(4), 1169–1208. <https://doi.org/10.1162/003355303322552775>
- Bos, P. A., Hermans, E. J., Ramsey, N. F., & Van Honk, J. (2012). The neural mechanisms by which testosterone acts on interpersonal trust. *NeuroImage*, 61(3), 730–737. <https://doi.org/10.1016/j.neuroimage.2012.04.002>
- Cain, M. D., & McKeon, S. B. (2016). CEO personal risk-taking and corporate policies. *Journal of Financial and Quantitative Analysis*, 51(1), 139–164. <https://doi.org/10.1017/S0022109016000041>
- Campbell, T. C., Gallmeyer, M., Johnson, S. A., Rutherford, J., & Stanley, B. W. (2011). CEO optimism and forced turnover. *Journal of Financial Economics*, 101(3), 695–712. <https://doi.org/10.1016/j.jfineco.2011.03.004>
- Carré, J. M., & McCormick, C. M. (2008). In your face: Facial metrics predict aggressive behaviour in the laboratory and in varsity and professional hockey players. *Proceedings of the Royal Society B: Biological Sciences*, 275(1651), 2651–2656. <https://doi.org/10.1098/rspb.2008.0873>
- Chava, S., & Purnanandam, A. (2010). CEOs versus CFOs: Incentives and corporate policies. *Journal of Financial Economics*, 97(2), 263–278. <https://doi.org/10.1016/j.jfineco.2010.03.018>
- Christiansen, K., & Winkler, E. -. M. (1992). Hormonal, anthropometrical, and behavioral correlates of physical aggression in !Kung San men of Namibia. *Aggressive Behavior*, 18(4), 271–280.
- AQ42 Cronqvist, H., Makhija, A. K., & Yonker, S. E. (2012). Behavioral consistency in corporate finance: CEO personal and corporate leverage. *Journal of Financial Economics*, 103(1), 20–40. <https://doi.org/10.1016/j.jfineco.2011.08.005>
- Dewianawati, D., & Asyik, N. F. (2021). The impact of climate on price fluctuations to the income of leek farmers in Sajen village, Pacet, Mojokerto. *International Journal of Business Continuity and Risk Management*, 11(2–3), 247–262.
- AQ43 Doukas, J. A., & Petmezas, D. (2007). Acquisitions, overconfident managers and self-attribution bias. *European Financial Management*, 13(3), 531–577. <https://doi.org/10.1111/j.1468-036X.2007.00371.x>
- AQ44 Eisenegger, C., Naef, M., Snozzi, R., Heinrichs, M., & Fehr, E. (2010). Prejudice and truth about the effect of testosterone on human bargaining behaviour. *Nature*, 463(21), 356–359. <https://doi.org/10.1038/nature08711>
- Eisenhardt, K. M. (1989). Agency theory: An assessment and review. *Academy of Management Review*, 14(1), 57–74. <https://doi.org/10.2307/258191>
- Endarto, B., Taufiqurrahman, K., Indriastuty, W., E. D., Prasetyo, I., Aliyyah, N., Endarti, E. W., Abadi, S., Daim, N. A., Ismono, J., Aji, R. B., Rusdiyanto, & Kalbuana, N. (2021). GLOBAL PERSPECTIVE ON CAPITAL MARKET LAW DEVELOPMENT IN INDONESIA. *Journal of Management Information and Decision Sciences*, 24(1), 1–8. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85113411656&partnerID=40&md5=1074bd3526601cda4a86fbd7b52d1bd>
- Endarto, B., Taufiqurrahman, S. S., Setyadj, S., Abadi, S., A., B. R., Kurniawan, W., Daim, N. A., Ismono, J., Alam, A. S., Rusdiyanto, & Kalbuana, N. (2021). *The Obligations of Legal Consultants in the Independent Legal Diligence of the Capital Market Supporting Proportion of Legal Prepparement. Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–8.
- AQ45 Epstein, S. (1979a). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 37(7), 1097. <https://doi.org/10.1037/0022-3514.37.7.1097>
- AQ46 Epstein, S. (1979b). The stability of behavior: I. On predicting most of the people much of the time. *Journal of Personality and Social Psychology*, 37(7), 1097–1126. <https://doi.org/10.1037/0022-3514.37.7.1097>
- AQ47 Folstad, I., & Karter, A. J. (1992). Parasites, bright males, and the immunocompetence handicap. *American Naturalist*, 139(3), 603–622. <https://doi.org/10.1086/285346>
- AQ48 Gomulya, D., Wong, E. M., Ormiston, M. E., & Boeker, W. (2017). The role of facial appearance on CEO selection after firm misconduct. *Journal of Applied Psychology*, 102(4), 617–635. <https://doi.org/10.1037/apl0000172>
- AQ49 Graham, J. R., Harvey, C. R., & Puri, M. (2013). Managerial attitudes and corporate actions. *Journal of Financial Economics*, 109(1), 103–121. <https://doi.org/10.1016/j.jfineco.2013.01.010>
- AQ50 Hamada, R. S. (1972). The effect of the firm's capital structure on the systematic risk of common stocks. *The Journal of Finance*, 27(2), 435.
- AQ51 Hanim, A., Zainuri, A., & Sudaryanto, S. (2019). Rationality of gender equality of Indonesian women migrant worker. *International Journal of Scientific and Technology Research*, 8(9), 1238–1242. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85073422762&partnerID=40&md5=4ea7c8f29260175800e799cf7bce0936>
- AQ52 Hirshleifer, D., Low, A., & Teoh, S. H. (2012). Are Overconfident CEOs Better Innovators? *Journal of Finance*, 67(4), 1457–1498. <https://doi.org/10.1111/j.1540-6261.2012.01753.x>
- Huang, J., & Kisgen, D. J. (2013). Gender and corporate finance: Are male executives overconfident relative to female executives? *Journal of Financial Economics*, 108(3), 822–839. <https://doi.org/10.1016/j.jfineco.2012.12.005>
- Indrawati, M., Utari, W., Prasetyo, I., Rusdiyanto, & Kalbuana, N. (2021). HOUSEHOLD BUSINESS STRATEGY DURING THE COVID 19 PANDEMIC. *Journal of Management Information and Decision Sciences*, 24(Special Is), 1–12.
- AQ53 Jensen, M. C., & Meckling, W. H. (1976). Theory of the firm: Managerial behavior, agency costs and ownership structure. *Journal of Financial Economics*, 3(4), 305–360. [https://doi.org/10.1016/0304-405X\(76\)90026-X](https://doi.org/10.1016/0304-405X(76)90026-X)
- Jewitt, C. (1997). Images of men: Male sexuality in sexual health leaflets and posters for young people. *Sociological Research Online*, 2(2), 23–34. <https://doi.org/10.5153/sro.64>
- Jia, Y., Lent, L. V., & Zeng, Y. (2014). Masculinity, testosterone, and financial misreporting. *Journal of Accounting Research*, 1–63. <https://doi.org/10.1111/1475-679X.12065>.This
- AQ54



- AQ55** Jia, Y., Lent, L. V., & Zeng, Y. (2014). Masculinity, testosterone, and financial misreporting. *Journal-of-Accounting- Research*, 52(5), 1195–246. <https://doi.org/10.1111/1475-679X.12065>
- Johnston, V. S., Hagel, R., Franklin, M., Fink, B., & Grammer, K. (2001). Male facial attractiveness: Evidence for hormone-mediated adaptive design. *Evolution and Human Behavior*, 22(4), 251–267. [https://doi.org/10.1016/S1090-5138\(01\)00066-6](https://doi.org/10.1016/S1090-5138(01)00066-6)
- Juanamasta, I. G., Wati, N. M. N., Hendrawati, E., Wahyuni, W., Pramudianti, M., Wisnujati, N. S., Setiawati, A. P., Susetyorini, S., Elan, U., Rusdiyanto, R., Muharisiani, L. T., & Umanailo, M. C. B. (2019). The role of customer service through customer relationship management (Crm) to increase customer loyalty and good image. *International Journal of Scientific and Technology Research*, 8(10), 2004–2007.
- AQ56** Kalbuana, N., Prasetyo, B., Asih, P., Arnas, Y., Simbolon, S. L., Abdusshomad, A., Kurnianto, B., Rudy, R., Kardi, K., Saputro, R., Yohana, Y., Sari, M. P., Zandra, R. A. P., Pramitasari, D. A., Rusdiyanto, R., Gazali, G., Putri, I. A. J., Nazaruddin, M., Naim, M. R., & Mahdi, F. M. (2021). Earnings management is affected by firm size, leverage and roa: Evidence from Indonesia. *Academy of Strategic Management Journal*, 20(2), 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85107756548&partnerID=40&md5=f648ed22972be531e49867c43a47ad4>
- Kalbuana, N., Suryati, A., Rusdiyanto, R., Azwar, A., Rudy, R., Yohana, Y., Pramono, N. H., Nurwati, N., Siswanto, E. H., Sari, M. P., Zandra, R. A., Abdusshomad, A., Kardi, K., Solihin, S., Prasetyo, B., Kurniawati, Z., Saputro, R., Taryana, T., Suprihartini, Y., & Hidayat, W. (2021). Interpretation of sharia accounting practices in Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–12. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85109955046&partnerID=40&md5=8f66a30f83e1efd68729c64f4c4bd33a>
- AQ57** Kamiya, S., Kim, Y. H., (Andy), & Park, S. (2018b). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 1–32. <https://doi.org/10.1111/eufm.12175>
- AQ58** Kamiya, S., Kim, Y. H., & Park, S. (2018a). The face of risk: CEO facial masculinity and firm risk. *European Financial Management*, 25(2), 239–270.
- AQ59** Karimuna, L., Halim, A., Marfi, A., E. W., Asyik, N., & Hasanuddin, L. (2021). Effects of maize flour substitution on the organoleptic characteristics and nutritional values of fried peanut products (*Arachys hypogaea* L.) applied by bokashi plus fertilizer in improved agroforestry system in napabalano district, muna regency. *IOP Conference Series: Earth and Environmental Science*, 667(1). <https://doi.org/10.1088/1755-1315/667/1/012076>
- AQ60** Kim, Y. H., (Andy), Kamiya, S., & Park, S. (2017). The face of risk: CEO facial masculinity and firm risk. *Working Paper*, 11(4), 1–82. <https://doi.org/10.1111/eufm.12175>
- AQ61** Kim, Y. H., & (Andy). (2013). Self attribution bias of the CEO: Evidence from CEO interviews on CNBC. *Journal of Banking and Finance*, 37(7), 2472–2489. <https://doi.org/10.1016/j.jbankfin.2013.02.008>
- Lefevre, C. E., Lewis, G. J., Perrett, D. I., & Penke, L. (2013). Telling facial metrics: Facial width is associated with testosterone levels in men. *Evolution and Human Behavior*, 34(4), 273–279. <https://doi.org/10.1016/j.evolhumbehav.2013.03.005>
- Luwihono, A., Suherman, B., Sembiring, D., Rasyid, S., Kalbuana, N., Saputro, R., Prasetyo, B., Taryana, T., Suprihartini, Y., & Asih, P. (2021). Macroeconomic effect on stock price: Evidence from Indonesia. *Accounting*, 7(5), 1189–1202. <https://doi.org/10.5267/j.ac.2021.2.019>
- Mahiswari, R., & Nugroho, P. I. (2014). Pengaruh mekanisme corporate governance, ukuran perusahaan dan leverage terhadap manajemen laba dan kinerja Keuangan. *Jurnal Ekonomi Dan Bisnis*, 17(1), 1–20. <https://doi.org/10.24914/jeb.v17i1.237>
- Malmendier, U., & Tate, G. (2005). CEO overconfidence and corporate investment. *Journal of Finance*, 60(6), 2661–2700.
- Malmendier, U., Tate, G., & Yan, J. (2011). Overconfidence and early-life experiences: The effect of managerial traits on corporate financial policies. *Journal of Finance*, 66(5), 1687–1733. <https://doi.org/10.1111/j.1540-6261.2011.01685.x>
- MAYANGSARI, V. (2001). KUALITAS HUBUNGAN PEREMPUAN DENGAN PASANGAN DITINJAU DARI INTENSITAS HUBUNGAN DENGAN AYAH. Prodi Psikologi Unika Soegijapranata.
- Pound, N., Penton-Voak, I. S., & SurrIDGE, A. K. (2009). Testosterone responses to competition in men are related to facial masculinity. *Proceedings of the Royal Society B: Biological Sciences*, 276(1654), 153–159. <https://doi.org/10.1098/rspb.2008.0990>
- Prabowo, B., Rochmatulaili, E., Rusdiyanto, & Sulistyowati, E. (2020). Corporate governance and its impact in company's stock price: Case study . *Utopia y Praxis Latinoamericana*, 25(Extra10), 187–196. <https://doi.org/10.5281/zenodo.4155459>
- Prasetyo, J. E., Sabihaini, B., Susanto, B., A. A., Rahmanda, G. A., Rusdiyanto, R., S. A., & Kalbuana, N. (2021). Corporate social responsibility community development and empowerment program in Indonesia. *Journal of Management Information and Decision Sciences*, 24(1), 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, C., Syahrial, R., Nartasari, D. R., Yuventius, W., Sanjayanto, H., & Sulistyowati. (2021). Discipline and work environment affect employee productivity: Evidence from Indonesia. *International Journal of Entrepreneurship*, 25(5).
- Prasetyo, I., Aliyyah, N., Rusdiyanto, K. N., & Rochman, A. S. (2021). Corporate Social Responsibility Practices in Islamic Studies in Indonesian. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, N., R. D., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021). Impact financial performance to stock prices: Evidence from Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, N., R. D., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021a). Impact financial performance to stock prices: Evidence from Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24, 1–11.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, N., Nartasari, D. R., Nugroho, S., Rahmawati, Y., Groda, S. P., Setiawan, S., Triangga, B., Mailansa, E., Kalbuana, N., & Rochman, A. S. (2021b). What affects audit delay in Indonesia? *Academy of Entrepreneurship Journal*, 27, 1–15.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, S. S., Kartika, C., Winarko, R., Chamariyah, Panglipursari, D. L., Muninghar, H. N., Aminatuzzuhro, I. M., Hidayat, W., Harymawan, I., Tjahjadi, B., Suprativi, W., Isnalita, D. W., Tjaraka, H., & Al-asqolaini, M. Z. (2021). Performance is affected by leadership and work culture: A case study from Indonesia. *Academy*

- AQ77 of *Strategic Management Journal*, 20(2), 1–15. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85107749489&partnerID=40&md5=5578365b48c8267934f48d9d9b4ff27e>
- Prasetyo, I., Aliyyah, N., Rusdiyanto, T., Kalbuana, N. H., & Rochman, A. S. (2021). Vocational training has an influence on employee career development: A case study Indonesia. *Academy of Strategic Management Journal*, 20(2), 1–14.
- AQ78 Prasetyo, I., Aliyyah, N., Rusdiyanto, U., Suprapti, W., Kartika, S., Winarko, C., Chamariyah, R., Panglipursari, D. L., Muninghar, F., M. M., & Kalbuana, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *Journal of Legal, Ethical and Regulatory Issues*, 24(Special Is), 1–11.
- AQ79 Prasetyo, I., Aliyyah, N., Rusdiyanto, U. W., Suprapti, S., Kartika, C., Winarko, R., Chamariyah, Panglipursari, D. L., Muninghar, H. N., Aminatuzuhro, I. M., Junus, O., Herli, M., Hafidhah, Kustiningsih, N., Gazali, Kusuma, A., & Kalbuana, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *Journal of Legal, Ethical and Regulatory Issues*, 24(1), 1–11. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85112637316&partnerID=40&md5=477f478a74c0d8572d877139dd2fbd8>
- AQ80 Priono, H., Yuhertiana, I., Sundari, S., & Puspitasari, D. S. (2019). Role of financial management in the improvement of local government performance. *Humanities and Social Sciences Reviews*, 7(1), 77–86. <https://doi.org/10.18510/hssr.2019.7110>
- AQ81 Putri, N. L. I., & Sudaryanto. (2018). Indonesia tourism in attracting foreign investors: The role of FDI. *International Journal of Scientific and Technology Research*, 7(4), 217–220. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85060171120&partnerID=40&md5=413d0a778589024dcc90ea543100f311>
- AQ82 Rahma, R., Yuhertiana, I., & Sundari, S. (2016). The use of E-audit in increasing government audit finding. *Journal of Theoretical and Applied Information Technology*, 93(2), 449–460. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85002410237&partnerID=40&md5=db4d0b21cd82c554c605f68f8be1c66a>
- AQ83 Rusdiyanto, A., Soetedjo, S. D., & Septiarini, D. F. (2020). The effect of cash turnover and receivable turnover on profitability. *Opcion*, 36(Special Edition 26), 1417–1432.
- AQ84 Rusdiyanto, H., Bahari, W., Susetyorini, C., Elan, U., Indrawati, M., Panglipursari, D. L., Aminatuzuhro, & Gazali. (2021). company profitability is influenced by sales and administration & general costs: Evidence from Indonesia. *Journal of Legal, Ethical and Regulatory Issues*, 24.
- AQ86 Rusdiyanto, H., Tjaraka, W., Septiarini, H., F. D., Fayanni, Y., Utari, W., Waras, I., Susanto, M., Tjahjo, H., W. J. D., Zainal, M., & Imanawati, Z. (2020). The effect of earning per share, debt to equity ratio and return on assets on stock prices: Case study Indonesian. *Academy of Entrepreneurship Journal*, 26(2), 1–10.
- AQ87 Sadimantara, M. S., Asranudin, H., Sadimantara, F. N., & Asyik, N. (2019). Physicochemical and antioxidant properties of red rice varieties of wakawondu and wangkariri from North Buton, Indonesia. *International Journal of Scientific and Technology Research*, 8(8), 1623–1627. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85073338871&partnerID=40&md5=cacd274f07dba56805c8b8414ca80060>
- AQ90 Shabbir, M. S., Mahmood, A., Setiawan, R., Nasirin, C., Rusdiyanto, R., Gazali, G., Arshad, M. A., Khan, S., & Batool, F. (2021). Closed-loop supply chain network design with sustainability and resiliency criteria. *Environmental Science and Pollution Research*.
- AQ91 Stirrat, M., & Perrett, D. I. (2010). Valid facial cues to cooperation and trust: Male facial width and trustworthiness. *Psychological Science*, 21(3), 349–354. <https://doi.org/10.1177/0956797610362647>
- AQ92 Sudaryanto, S., Courvisanos, J., Dewi, I. R., Rusdiyanto, R., & Yuaris, J. R. (2022). Determinants of purchase intention during COVID-19: A case study of skincare products in East Java. *Innovative Marketing*, 18(1), 181–194.
- AQ93 Sudaryanto, S., Solihin, F., Wihelmina, I. D., & Wardana, F. R. (2020). The effect of exports on Indonesia economic growth: A review of previous research in international marketing. *International Journal of Scientific and Technology Research*, 9(2), 4341–4343. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85079840275&partnerID=40&md5=a320279e0b7f5c5bce5961c395a47c75>
- AQ94 Sudaryanto, S., Subagio, N. A., Awaliyah, I. N., Wulandari, D., & Hanim, A. (2019). Influence of brand image, price and promotion on consumer's buying decision of fast moving consumer's goods with culture as a moderating variable in basmallah retail store in Indonesia. *International Journal of Scientific and Technology Research*, 8(3).
- AQ95 Sudaryanto, S., Pansiri, I., Umama, J., L. T., & Hanim, A. (2021). Impact of culture, brand image and price on buying decisions: Evidence from East Java, Indonesia. *Innovative Marketing*, 17(1), 130–142. [https://doi.org/10.21511/im.17\(1\).2021.11](https://doi.org/10.21511/im.17(1).2021.11)
- AQ96 Susanto, H., Prasetyo, I., Indrawati, T., Aliyyah, N., Rusdiyanto, Tjaraka, H., Kalbuana, N., Syafi'ur Rochman, A., Gazali, & Zainurrafiqi. (2021). The impacts of earnings volatility, net income and comprehensive income on share price: Evidence from Indonesia stock exchange. *Accounting*, 7(5), 1009–1016. <https://doi.org/10.5267/j.ac.2021.3.008>
- AQ97 Tanjung, F. L., & Santoso, E. B. (2020). Asosiasi karakteristik CEO Terhadap Potensi Kesulitan Keuangan Perusahaan. *Media Akuntansi Dan Perpajakan Indonesia*, 1(2), 153–168. <https://doi.org/10.37715/mapi.v1i2.1407>
- Tatiana, A., & Yuhertiana, I. (2014). Indonesian and Russian public sector accounting education: Difficulties, challenges, and effectiveness. *the role of service in the tourism and hospitality industry - proceedings of the 2nd international conference on management and technology in knowledge, service, tourism and hospitality, SERVE 2014*, 85–90. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-84941992219&partnerID=40&md5=f763e5b428ed292d41994acc8f9a859d>
- Utari, W., Iswoyo, A., Chamariyah, W., Mardiana, F., Rusdiyanto, & Hidayat, W. (2021). Effect of work training, competency and job satisfaction on employee productivity: A case study Indonesia. *Review of International Geographical Education Online*, 11(4), 696–711. <https://doi.org/10.33403/rigeo.8006783>
- Utari, W., Sudaryanto, J. N., Sobakh, N., & Rusdiyanto. (2021). Consumer interest with regard to product completeness, promotion and location: The case of Indonesia | Купивельний інтерес у контексті повноти товару, його просування на ринку й місцезнаходження: приклад Індонезії | Покупательський інтерес в контексте полн. *Economic Annals-XXI*, 188(3–4), 127–133. <https://doi.org/10.21003/ea.V188-15>

- AQ98 Verdonck, A., Gaethofs, M., Carels, C., & Zegher, F. D. (1999). Effect of low-dose testosterone treatment on craniofacial growth in boys with delayed puberty. *European Journal Orthodontics*, 21(2), 137–143. <https://doi.org/10.1093/ejo/21.2.137>
- Wijaya, E., Asyik, N. F., Budiyanto, C. T., & Priyono. (2020). Company's supply chain strategy in internal factors to predict capital structure and profitability on manufacturing sector. *International Journal of Supply Chain Management*, 9(1), 559–567. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85080925563&partnerID=40&md5=bcc2780b70d71a6522ee8a0b814af731>
- Wong, E. M., Ormiston, M. E., & Haselhuhn, M. P. (2011). A face only an investor could love: CEOs' facial structure predicts their firms' financial performance. *Psychological Science*, 22(12), 1478–1483. <https://doi.org/10.1177/0956797611418838>
- Yuhertiana, I. (2011a). A gender perspective of budgetary slack in east Java local government. *International Research Journal of Finance and Economics*, 78, 114–120. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-81355142353&partnerID=40&md5=80bc9730978f75cd2d2d8f911f5176b8>
- AQ99 Yuhertiana, I. (2011b). Personal development as a solution of post-doctoral problem in Indonesia: A literature review. *European Journal of Economics, Finance and Administrative Sciences*, 41, 48–53. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-82155187115&partnerID=40&md5=f2f10defca888f1f80782ccdc845a186>
- AQ100 Yuhertiana, I., Arief, L., Akbar, F. S., Puspitasari, D. S., & Popoola, O. M. J. (2020). Government internet financial reporting in the African countries. *International Journal of Advanced Science and Technology*, 29(5), 2077–2085. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85083715837&partnerID=40&md5=3c4a547cb5c187921510d5b9a69f6094>
- Yuhertiana, I., Bastian, I., & Sari, R. P. (2019). Financial information and voter's decisions on local government elections. *International Journal of Innovation, Creativity and Change*, 6(9), 245–261. <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85074266851&partnerID=40&md5=a1c6f5c0b9101cf914ffecf331befa3d>
- AQ104 Yuhertiana, I., Izaak, W. C., & Arifin, J. (2020). E-government and e-finance on African countries. *Journal of Advanced Research in Dynamical and Control Systems*, 12(6), 184–204. <https://doi.org/10.5373/JARDCS/V12SP6/SP20201023>
- AQ105 Yuhertiana, I., Patrioti, C. N., & Mohamed, N. (2019). The moderating effect of organizational changes on the influence of ethical decision making on public sector internal auditor performance. *Contemporary Economics*, 13(4), 480–493. <https://doi.org/10.5709/ce.1897-9254.327>
- AQ106 Yuhertiana, I., Lent, L. V., & Zang, Y. (2014). Masculinity, Testosterone, and Financial Misreporting. *Accounting Research*, 4, 1–63. <https://doi.org/10.1111/1475-679X.12065>
- AQ107  
AQ108



© 2022 The Author(s). This open access article is distributed under a Creative Commons Attribution (CC-BY) 4.0 license.

You are free to:

Share — copy and redistribute the material in any medium or format.

Adapt — remix, transform, and build upon the material for any purpose, even commercially.

The licensor cannot revoke these freedoms as long as you follow the license terms.

Under the following terms:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made.

You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

No additional restrictions

You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits.



***Cogent Business & Management* (ISSN: 2331-1975) is published by Cogent OA, part of Taylor & Francis Group.**

**Publishing with Cogent OA ensures:**

- Immediate, universal access to your article on publication
- High visibility and discoverability via the Cogent OA website as well as Taylor & Francis Online
- Download and citation statistics for your article
- Rapid online publication
- Input from, and dialog with, expert editors and editorial boards
- Retention of full copyright of your article
- Guaranteed legacy preservation of your article
- Discounts and waivers for authors in developing regions

**Submit your manuscript to a Cogent OA journal at [www.CogentOA.com](http://www.CogentOA.com)**

