# ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *gender diversity, age diversity,* dan *educational background* terhadap kinerja keuangan pada perusahaan manufaktur sektor industri barang konsumsi.

Populasi dalam penelitian ini adalah seluruh perusahaan manufaktur sektor industri barang konsumsi yang terdaftar di Bursa Efek Indonesia (BEI) sebanyak 63 perusahaan selama periode 2018-2021. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* sehingga dihasilkan sebanyak 19 perusahaan manufaktur sektor industri barang konsumsi yang digunakan sebagai sampel dalam penelitian ini dengan periode pengamatan selama 2018-2021. Jenis data yang digunakan adalah data sekunder yang diperoleh melalui situs Bursa Efek Indonesia (www.idx.co.id) dan situs resmi perusahaan sampel. Metode analisis data yang digunakan dalam penelitian ini yaitu analisis regresi linear berganda dengan alat bantu SPSS *(Statistical Product and Service Solution)*.

Hasil penelitian menunjukkan bahwa *gender diversity* berpengaruh positif terhadap kinerja keuangan perusahaan, *age diversity* berpengaruh negatif terhadap kinerja keuangan perusahaan, dan *educational background* tidak berpengaruh terhadap kinerja keuangan perusahaan.

**Kata kunci:** *gender diversity, age diversity, educational background* dan kinerja keuangan.

# ABSTRACT

This research aimed to examine the effect of gender diversity, age diversity, and educational background on the financial performance of the Consumption Industry Goods manufacturing companies.

The population was 63 Consumption Industry Goods manufacturing companies listed on the Indonesia Stock Exchange (IDX) during the 2018-2021 period. Furthermore, the data collection technique used purposive sampling. In line with that, there were 19 Consumption Industry Goods manufacturing companies as the sample. Additionally, the observation was taken during the 2018-2021 period. The data were secondary and taken from the Indonesia Stock Exchange (www.idx.co.id) and the official website of the company's sample. In addition, the data analysis technique used multiple linear regression with the SPSS instrument (Statistical Product and Service Solution).

The result showed that gender diversity had a positive effect on the financial performance of the Consumption Industry Goods manufacturing companies. However, age diversity had a negative on the financial performance of the Consumption Industry Goods manufacturing companies. In contrast, educational background did not affect the financial performance of the Consumption Industry Goods manufacturing companies.

**Keywords:** Gender Diversity, Age Diversity, Educational Background, Financial Performance

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