

Corporate Social Responsibility: Slack Resources and Board Gender Diversity

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Abstract

Tujuan – Penelitian ini bertujuan untuk mengetahui pengaruh *slack resources* dan *gender dewan* terhadap kualitas pengungkapan *corporate social responsibility*.

Desain/Metodologi/Pendekatan – Jenis penelitian ini adalah kuantitatif dengan pendekatan deskriptif. Data yang digunakan adalah *annual report* dan *sustainability report* yang diperoleh dari halaman resmi Bursa Efek Indonesia dan website resmi masing-masing perusahaan perbankan tahun 2019- 2023. Teknik pengambilan sampel menggunakan *purposive sampling* sehingga didapat 65 sampel yang diperoleh dari 13 perusahaan perbankan. Teknik pengujian data dalam penelitian ini yaitu analisis statistik deskriptif, uji asumsi klasik, analisis regresi linear berganda, uji koefisien korelasi dan uji koefisien determinasi. Dalam penelitian ini, hipotesis diuji dengan menggunakan uji signifikansi parameter individual (uji *t*) dan uji signifikansi simultan (uji *F*).

Temuan – Berdasarkan hasil analisis dan pembahasan, *slack resources* memiliki pengaruh terhadap *corporate social responsibility*, *gender dewan komisaris* tidak berpengaruh terhadap *corporate social responsibility*, *gender dewan direksi* memiliki pengaruh terhadap *corporate social responsibility*, dan *slack resources* serta *gender dewan* secara simultan memberikan pengaruh terhadap *corporate social responsibility* pada perusahaan perbankan yang terdaftar di BEI periode 2019-2023.

Keterbatasan/implikasi Penelitian – Populasi penelitian terbatas hanya pada sektor perbankan.

Kata Kunci: *Board Gender, Corporate Social Responsibility, Slack Resources*



Abstract

Purpose – This study aims to analyze the influence of slack resources and board gender on the quality of CSR disclosure.

Design/methodology/approach – This research employs a quantitative approach with a descriptive design. The data used consists of annual reports and sustainability reports obtained from the official website of the Indonesia Stock Exchange and the official websites of respective banking companies from 2019-2023. The sampling technique employed is purposive sampling, resulting in 65 samples from 13 banking companies. Data analysis techniques in this study include descriptive statistical analysis, classical assumption testing, multiple linear regression analysis, as well as correlation coefficient and determination coefficient tests. The hypotheses are tested using individual parameter significance tests (t-test) and simultaneous significance tests (F-test).

Findings – Based on the analysis results, slack resources have an influence on CSR, the gender of the board commissioners does not affect CSR, the gender of the board directors has an influence on CSR, and both factors simultaneously have a significant impact on CSR in banking companies listed on the IDX during the period of 2019-2023.

Research limitations/implications –The research population is limited to the banking sector only.

Keywords: Board Gender, Corporate Social Responsibility, Slack Resources

Introduction

The company was founded with the main objective of obtaining maximum profit. However, over time, profit is no longer the only main goal that a company wants to achieve (Damanik & Dewayanto, 2021). The company must pay attention to the environment and the conditions of the surrounding community (Alshorman, et al. 2022). This is in line with the concept of Sustainable Development designed by the United Nations in 2015. Therefore, there needs to be awareness and responsibility from business actors to reduce negative impacts by carrying out activities called Corporate Social Responsibility (CSR) (Tasya & Cheisviyanny, 2019). Corporate social responsibility is currently a hot topic in many countries, including Indonesia. The issue of social responsibility is growing rapidly when many problems are caused by companies over time, so that pressure arises on companies to carry out their social roles to improve the welfare of the surrounding community (Negara et al., 2021).

At the beginning of the concept of corporate social responsibility, this concept has caused controversy. Opponents of this concept believe that if companies focus more on CSR than optimizing profits, then the company will fail to optimize capital resources. However, those who agree with the concept of CSR think that companies run their businesses with an orientation towards ethical practices. With the many resources they have, companies must contribute some of their wealth and take social responsibility to create a better society. This mindset is one of the personal enlightenments for company owners to take on the role of social responsibility (Madyakusumawati, 2019).

Before 2007 it was still voluntary, then with the enactment of Law No. 40 of 2007 concerning Limited Liability Companies and Government Regulation No. 47 of 2012 concerning social and environmental responsibility of Limited Liability Companies, CSR became an obligation. Although the obligation of

companies to actively participate in carrying out CSR activities has been established, there are no regulations that regulate in detail the measurement, grouping, disclosure, and sanctions, so that CSR disclosure still varies in each company. As a result, CSR practices are often carried out only to comply with applicable regulations and in the disclosure of CSR activities themselves do not meet the goals of sustainable development for the needs of the community and stakeholders. CSR is a program that shows the company's responsibility and concern for the surrounding environment, CSR is an important indicator for investors to evaluate the extent to which a company has achieved its goals. CSR has an impact on the development of the company by increasing the good image of the company in the eyes of the public (Purbawangsa et al., 2019).

Companies not only think about how to improve their image, but also build good relationships with the community and government, and this will open up opportunities for possible market segments that can be profitable in the future. Overall, thinking and carrying out social responsibility will bring long-term benefits to the company (Madyakusumawati, 2019).

CSR activities continuously provide a positive contribution to society (Purwanto, et al., 2022). Companies get a good response every time they offer or promote their products to the public. Proven by the Nielsen survey (2014) in Tasya and Cheisviyanny (2019), revealing that 55% of consumers are more interested in buying products offered by companies that disclose CSR. This is one of the driving factors for many companies competing to report CSR.

CSR activities are widely carried out by entities in various sectors considering that CSR is an obligation. CSR also provides an opportunity for companies as a place or event to introduce products or services to the public. This is a tool to attract investors to invest in their company. From the various CSR activities carried out by the company, they are then poured into a report as proof that the activities have been carried out. Reports containing CSR information are usually found in the entity's annual report or sustainability report (Utami & Anam, 2022). The following graph shows the level of sustainability disclosure in 2019 in several ASEAN countries, namely Indonesia, Malaysia, the Philippines, Singapore, and Thailand:

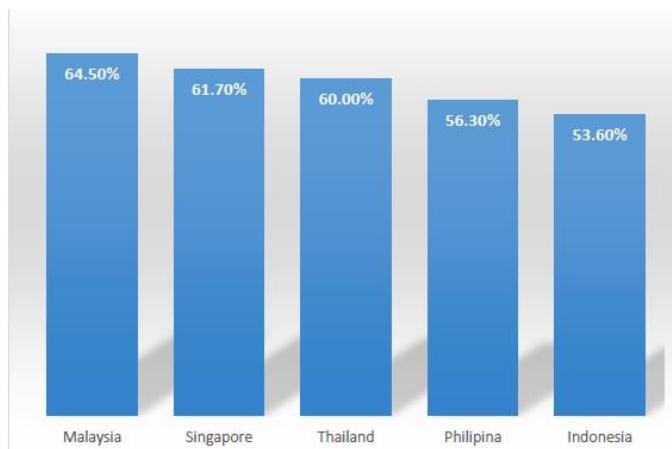


Figure 1
CSR Disclosure of Asean Countries
Source: ASEAN CSR Network (2024)

Based on the Figure 1, it explains that the quality of corporate social responsibility disclosure in Indonesia is in the lowest position, which is 53.6%, with the highest position occupied by Malaysia and Singapore, which is 64.5% and 61.7%, which indicates that the understanding of various sectors in Indonesia in the quality of corporate social responsibility disclosure is still very low. In Indonesia, there are many

sectors that require attention in implementing and disclosing CSR considering the impacts caused by the results of company activities. The sector that is at risk and interesting to study is the financial sector. Based on the data obtained, it shows that the financial sector is the lowest sector in CSR disclosure. As shown in the following figure 2:

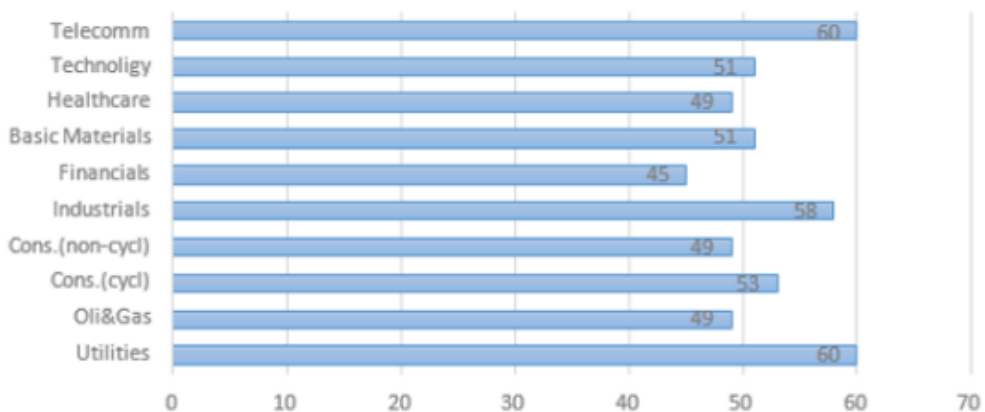


Figure 2
CSR Scores of Various Sectors
Source: ESG ASSET 4 (2024)

The figure 2 data above shows that the financial sector is in the lowest position in the CSR performance score from various other sectors, where the financial sector score is 45, the highest CSR performance score is in the first position, namely from the Telecom and Utilities sector, which is 60, and the highest CSR performance score is in the second position, namely the industrials sector which obtained a score of 58.

This shows that CSR performance in the financial sector has not been implemented properly and optimally. Based on the data obtained and processed, the author shows the number of banking companies that disclosed corporate social responsibility during the 2019-2023 period as shown in the following Figure 3:

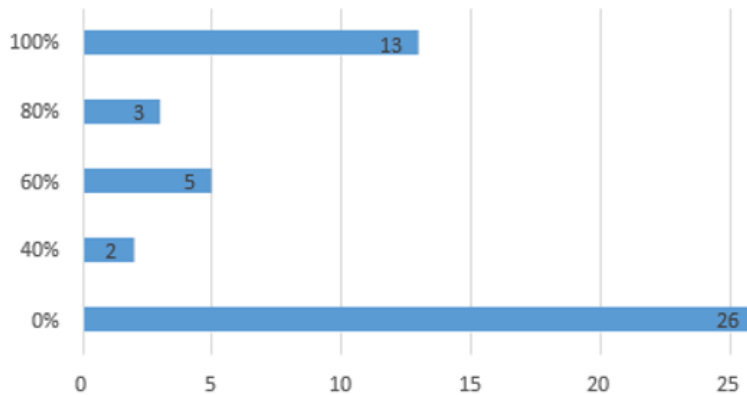


Figure 3
CSR in the Banking Sector
Source: Processed by Researchers (2024)

Figure 3 data above shows that during 2019-2023 there were 49 banking companies listed on the Indonesia Stock Exchange and only 13 companies consistently disclosed CSR for 5 years, 26 companies were inconsistent in disclosing CSR, and 10 other companies only disclosed CSR for 4 years as many as 3 companies, year 3 as many as 5 companies, and for 2 years as many as 2 companies.

The selection of the banking sector as the object of the study is because the banking sector is a sector engaged in the service sector that prioritizes "trust", where one way to build and increase public trust in a company is to disclose CSR activities. In addition to these reasons, another reason is to educate all parties who do not yet know that CSR activities are not only identical to companies that are related to or have a direct impact on the natural environment such as manufacturing companies, mining companies or companies engaged in chemicals. Based on the cases described previously, it proves that trust is highly prioritized in banking services, without trust the sustainability of a bank is very threatened because public trust is very important and has a major influence on the economy and society. Based on a survey from The World Economic Forum (2020),

economic and environmental problems occupy the top risks both in the short and long term. Ensuring the environment is well maintained is the responsibility of every human being. However, to realize this, there needs to be synergy from all parties. The banking industry as a business entity has not shown much interest in creating sustainable environmental synergy. The banking industry in the use of water, natural resources, and energy use is not high compared to other sectors. However, the banking industry is not free from responsibility as a contributor to environmental pollution. Indirectly, the banking industry is a trigger for activities that will cause environmental pollution through the provision of credit or financing to customers.

Many factors can influence CSR disclosure, one of which is slack resources. Slack resources are the suspension of resources that will be used by the company to deal with internal and external pressures (Putri, et al. 2023). Resources support the company to carry out various activities. The company's reliability in managing resources can create excess resources or slack resources. Slack resources can be used when an entity is in a situation beyond control that can help save the entity from a slump. In

addition, entities can also have the freedom to make decisions in every situation faced to take advantage of slack resources, one of which is to carry out CSR activities (Gunawan, et al. 2022).

Companies that have more slack resources are expected to improve the quality of CSR information disclosure and CSR-related investments will be more numerous and diverse than companies that have little or none at all (Desiana, et al. 2021). In addition, the existence of slack resources helps companies implement strategies to increase efficiency, profit and welfare in the long term (Herizona & Yuliana, 2020). Research related to slack resources on the quality of CSR disclosure has been widely studied abroad but in Indonesia there is still little and there is still inconsistency in the results of previous studies. Tasya & Cheisviyanny (2019), in their research found that there was no effect of slack resources on the quality of CSR disclosure, while Utami & Anam (2022), found that there was an effect of slack resources on the quality of CSR disclosure.

Another factor that influences CSR is the Board's Gender. Gender is a concept that views that there are differences between men and women from a non-biological perspective, such as in cultural, social, and behavioral aspects. Men have a masculine attitude with characteristics of independence, rationality, consideration, and competitiveness. Women with their feminine nature have characteristics of being nurturing, sensitive, caring, and relying on intuition. The presence of women in the board structure is not just a response to the issue of gender equality. The presence of women on the board has a positive influence on the extent of CSR disclosure. Women will provide a variety of perspectives, experiences and work styles on the board because women tend to be more sensitive to social problems and like to provide assistance to the community, thus increasing CSR disclosure in the company. Based on Resource-based Theory, the board

of directors and commissioners are company resources because they represent the interests of shareholders and other stakeholders so that the existence of the board will determine the direction of company policy (Madyakusumawati, 2019).

In Indonesia, the composition of management in a company adopts a two-tier system, namely the separation of functions between the board of directors as the party that manages the company and the board of commissioners who are tasked with carrying out supervision. A study separated the gender of directors and the gender of the board of commissioners on the quality of CSR disclosure to see the effect of the presence of women on the board. Women are seen as having a high level of caution and tend to avoid risk. Therefore, female board of commissioners will have a higher level of supervision than men. In addition, women also have a cautious attitude in making decisions. The presence of women on the board of directors is useful in making the right decisions with low risk (Hidayat, 2022).

Women who are members of the board of directors can provide thoughts and input on problems that occur in the entity. One of them is regarding social environmental issues and communication around the entity. Women are usually more sensitive to changes that occur due to the emergence of problems around them so that they can act more quickly in dealing with problems so as not to disrupt the survival of the entity. Communication carried out by women is expected to provide new insights so that it can influence entity policies, one of which is to implement Corporate Social Responsibility, the aim of which is to influence the entity's reputation in the eyes of the public (Utami & Anam 2022).

The diversity of women who are members of the board of directors can provide ideas and input regarding problems that occur in the company. One of them is regarding social environmental issues and communication around the company.

Women are usually more sensitive to changes that occur due to the emergence of problems around them so that they can act more quickly in dealing with problems so as not to disrupt the sustainability of the company. Communication carried out by women is expected to provide new insights so that it can influence company policies, one of which is the implementation of Corporate Social Responsibility (CSR). Communicating company information is very important to inform the public what the company is doing. This information provides benefits to the company and also to parties who need the information. The ease of information due to technological developments has a very broad impact. One of them is information about CSR which is included on the company website. CSR communication via the website reduces paper use, is easy and can also improve the company's reputation in the eyes of the public (Utami & Anam, 2022). This study is strengthened by the findings of previous studies, such as research conducted by Rohmah et al. (2022) which found that the Gender of the Board of Commissioners had an influence on the quality of CSR disclosure, while in the study by Utami & Anam (2022), they found no influence of the Gender of the Board of Commissioners on the quality of CSR disclosure and found no influence of the Gender of the Board of Directors on the quality of CSR disclosure.

Overall, corporate social responsibility is essential to address environmental issues, meet stakeholder expectations, manage risks, drive innovation, and positively impact the communities in which they operate. It is not only a responsible choice, but also a strategic one that can lead to long-term business success. This study refers to the gap or lack of previous research that has not specifically explored the influence of slack resources and gender diversity on the board of directors on corporate social responsibility (CSR) through sustainability reporting. This gap suggests that there is a

need to fill this knowledge gap and broaden the understanding of the factors that influence CSR in the corporate context. In the sector context, this study attempts to address the shortcomings of previous research by specifically focusing on banking sector companies in the context of CSR and sustainability reporting. On the other hand, this study attempts to fill the gap in understanding the influence of slack resources and gender diversity on the board of directors on CSR by focusing on a specific time period, namely 2018-2022. This can provide insight into the changes that have occurred in CSR over the time period and how factors such as slack resources and Board Gender Diversity may have played a role in this. Therefore it needs to be re-examined.

Literature Review & Hypothesis

Literature Review

Stakeholder theory was initiated by Freeman and Reed (1983), in an article entitled "Stockholders and Stakeholders: A New Perspective on Corporate Governance", stakeholder theory is based on the idea that corporate goals are obtained from the balance of conflicting demands from various stakeholders such as managers, workers, shareholders, suppliers, and vendors. Stakeholder theory views that stakeholders have the same contribution to achieving goals and the survival of the organization (Prastyawan & Astuti, 2023). Stakeholders consist of all parties related to a problem or plan that is being raised. Stakeholders include all internal and external parties, such as shareholders, government, the surrounding community, international institutions outside the company, both those that influence or are influenced, directly or indirectly by the company. This theory states that a company is not an entity that only operates for its own interests but must be able to provide benefits to all its stakeholders. Thus, the existence of a company is greatly influenced by the

support provided by the company's stakeholders (Katmon et al., 2019). One strategy in maintaining relationships with company stakeholders is to disclose the company's social responsibility.

Legitimacy Theory

Legitimacy theory explains that activities carried out by an entity are part of an effort driven by the pressure of the surrounding normative environment. According to Lestari and Jayanti (2022), there is a relationship between business and society that allows companies to maintain their existence. Moreover, society also has the right to fulfill their expectations as long as a business operates. The basis of legitimacy theory is the social contract between the company and the community where the company operates and uses economic resources. Benefits of legitimacy theory Supports corporate survival, helps companies gain public trust, helps companies gain public support, helps companies gain government trust, helps companies gain government support.

The Influence of Slack Resources on Corporate Social Responsibility

Stakeholder theory views that stakeholders have the same contribution to achieving goals and the survival of the organization. A company is not an entity that only operates for its own interests but must be able to provide benefits to all its stakeholders. Disclosing CSR indicates that the company is taking real steps to improve its relationship with stakeholders in the form of providing transparent data on all impacts of what the company does in the company's operational activities. Disclosure of corporate social responsibility can be implemented if the company has sufficient additional funds, namely the company has slack resources.

H₁: Slack Resources have an effect on Corporate Social Responsibility

The Influence of Gender on Corporate Social Responsibility

Legitimacy Theory states that activities carried out by an entity are part of an effort driven by environmental pressure. There is a relationship between business and society that encourages companies to maintain their existence as an effort to position themselves in an increasingly advanced community environment. Companies use their disclosures to describe environmental responsibility, so that they are accepted by society and can continue to access resources. Corporate social responsibility reports can be used by companies to prove that the company has carried out social responsibility in accordance with applicable regulations in accordance with the decisions of the board of commissioners and directors in the company.

Board Gender Diversity describes the extent of the board's participation in corporate decision-making as indicated by the company's activities in actively participating in its social and environmental responsibilities. Companies with good social and environmental responsibility disclosures are issuers that are widely highlighted, a greater extent of disclosure illustrates good corporate sustainability as a form of corporate social responsibility. Corporate social and environmental responsibility is a company that is able to produce products that are positively oriented and environmentally friendly. The level of breadth of information in the company's broad disclosure policy will increase along with the gender diversity of the board of directors and commissioners in making decisions. Companies that have gender diversity on their boards tend to have better disclosure of social and environmental responsibility than companies that do not implement gender diversity (Lin et al., 2020).

H₂: Board Gender Diversity have an effect on Corporate Social Responsibility

Research Method

Sugiyono (2019) stated that the research method is a scientific way to obtain data with certain purposes and uses. The research method is designed through research steps starting from variable operations, determining the type and source of data, data collection methods or surveys, research methods and ending with designing data analysis and hypothesis testing. In conducting research, a method or method is needed as steps that must be taken by a researcher in solving a problem to achieve a goal. The method that the author uses in this study is the quantitative method. The population in this study was 49 companies in the banking sector listed on the Indonesia Stock Exchange in 2019-2023 with 49 annual reports and 49 sustainability reports. The sampling procedure used in this study was non-probability with a purposive sampling technique of 65 company financial reports with the criteria: banking companies listed on the IDX, consistently publishing annual reports and sustainability reports during 2019-2023.

Results and Discussion

The researcher used data processed with the Statistical Package for Social Science (SPSS) version 26 for Windows. This study aims to determine the effect of slack resources and board gender on the quality of corporate social responsibility disclosure. The study was analyzed descriptively with the aim of providing an overview of the research data and facilitating the presentation of research data. The descriptive statistics described include the lowest value (minimum), the highest value (maximum), the average (mean), and the standard deviation (std. deviation) of each variable in the study.

The classical assumption test is carried out so that the data results from the test are not biased. The classical assumption test consists of the normality test,

multicollinearity test, autocorrelation test, and also the heteroscedasticity test.

The Normality Test

The normality test aims to determine whether the analysis between variables is normally distributed or not. A good regression model is a data distribution with normal or near normal by means of the Kolmogorov Smirnov or Shapiro-Wilk test. This study uses the Kolmogorov Smirnov normality test.

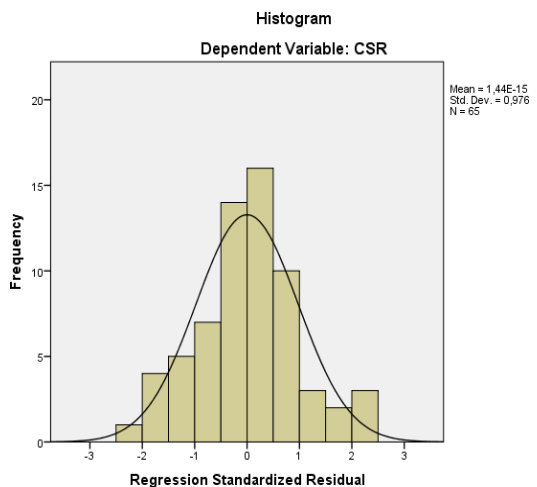


Figure 4
Histogram Normality Test
Source: Processed by Researchers (2024)

Based on the SPSS output results in the graph above, it shows that the histogram graph and plot graph, in the plot graph the data is spread around the diagonal line and follows the direction of the diagonal line and the histogram graph shows a distribution pattern that is shaped like an inverted bell and has a normal distribution, so it can be concluded that the regression model meets the assumption of residual normality.

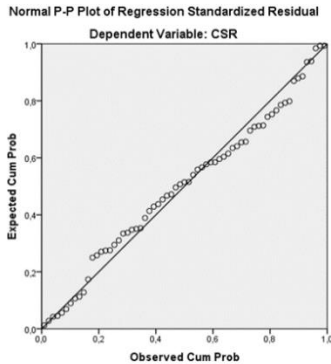


Figure 5

Graph of Normality Test

Source: Processed by Researchers (2024)

Based on the SPSS output results from the Kolmogorov-Smirnov (K-S) non-parametric statistical test in the table above, it can be seen that the significance value of Asymp.sig. (2-tailed) is 0.200. Because the significance value is greater than 0.05 ($0.200 > 0.05$), it can be concluded that the data has been normally distributed. This means that H_0 is accepted, indicating that the independent and dependent variables have a normal distribution.

Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between independent variables in the regression model. The multicollinearity test can be done by looking at the tolerance value of the variance inflation factor (VIF). If $VIF < 10$ and the tolerance value > 0.10 , then there is no multicollinearity between the independent variables of a study.

Based on the results of the multicollinearity test, it is known that the tolerance value for each variable is more than 0.10, namely for the slack resources variable is 0.950, for the gender of the board of commissioners is 0.960, and for the gender of the board of directors is 0.921. Meanwhile, for the VIF value for each variable, none is more than 10, namely for the slack resources variable is 1.052, for the gender of the board of commissioners is

1.042, and for the gender of the board of directors is 1.086. Therefore, it can be concluded that there is no symptom of multicollinearity between the independent variables in this study.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residual of one observation to another observation. If the variance from the residual of one observation to another observation remains the same, it is called homoscedasticity and if it is different, it is called heteroscedasticity.

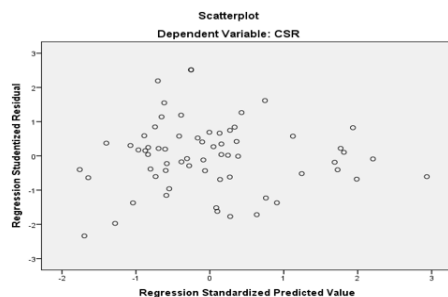


Figure 6

Scatterplot Test

Source: Processed by Researchers (2024)

The results of the heteroscedasticity test with the Scatterplot test above show that the points are spread randomly and are above and below the number 0 on the Y axis, do not form a clear pattern, and do not narrow. The points are spread above and below, this indicates that in this study the data meets the classical assumption test of heteroscedasticity and is not disturbed by heteroscedasticity.

Autocorrelation Test

The Autocorrelation Test aims to test whether in a linear regression model there is a correlation between the disturbance error in period t with the error in period $t-1$ (previously). This test uses Durbin-Watson (DW), the Durbin-Watson statistical value is greater than the upper limit of the Durbin-Watson table value (d_U) and less than ($4 -$

dU), then the data can be said to not experience autocorrelation.

Based on the results of the autocorrelation test, it is known that the Durbin-Watson (DW) value is 1.980. The value is then compared with the Durbin-Watson Test Bound table value using a significance value of 5%, the number of samples $n = 65$ and the number of variables $k = 3$, then the dL value = 1.5035 and the dU value = 1.6960 are obtained while the 4-dU value is 2.304. These results indicate that there is no autocorrelation, so the regression model is said to be feasible.

Multiple Linear Regression Analysis

Based on the test results, it can be seen that the correlation coefficient value seen in slack resources has a value of 0.462, meaning that the slack resources variable to corporate social responsibility has a relationship in the same direction with a moderate level of relationship with a correlation interval of 0.400-0.399. The correlation coefficient value of the gender variable of the board of commissioners is 0.017, meaning that the gender variable of the board of commissioners to corporate social responsibility has a relationship in the same direction with a very weak level of relationship with a correlation interval of 0.000-0.199. While the correlation coefficient value of the gender variable of the board of directors is 0.389, meaning that the gender variable of the board of directors to the corporate social responsibility

variable has a relationship in the same direction with a weak level of relationship with a correlation interval of 0.200-0.399.

Simultaneous Determination Coefficient

The calculation results show that the variation in CSR changes influenced by variations in slack resources and board gender simultaneously is 30.6%, while the remaining 69.4% is influenced by other variables outside the study.

Partial Determination Coefficient

Based on the calculation obtained, the coefficient of determination (R^2) can be known by using the formula (Beta x Zero Order) resulting in the following calculation:

1. The slack resource value is $0.399 \times 0.462 = 0.184338$ or 18.43%. This means that the ability of the slack resources variable to explain corporate social responsibility is 18.43%.
2. The gender value of the board of commissioners is $-0.079 \times 0.017 = -0.001343$ or - 0.13%. This means that the ability of the gender variable of the board of commissioners to explain corporate social responsibility is 0.13%.
3. The gender value of the board of directors is $0.317 \times 0.389 = 0.123313$ or 12.33%. This means that the ability of the gender variable of the board of directors to explain corporate social responsibility is 12.33%.

Table 1
Partial Determination Coefficient
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	,207	,050		4,136	,000			
SR	,011	,003	,399	3,651	,001	,462	,423	,389
GD_DIR	,012	,004	,317	2,852	,006	,389	,343	,304
GD_KOM	-,001	,001	-,079	-,727	,470	,017	-,093	-,077

a. Dependent Variable: CSR

Source: Processed by Researchers (2024)

T-test

The t-test is used to test whether the independent variable has a partial significant effect on the dependent variable. The explanation of the partial hypothesis testing results (t-test) of each variable is as follows:

1. Slack Resources (X1) on Corporate Social Responsibility (Y)
The significance value of slack resources is $0.001 < 0.05$, which means it is significant. According to other assumptions, namely by looking at the t-count and t-table. The results of the t-count for slack resources ($3.651 > 1.67022$) then H_0 is rejected and H_1 is accepted. Based on the output results above, it states that the conclusion taken is that slack resources partially have a significant influence on the disclosure of corporate social responsibility.
2. Gender of the Board of Commissioners (X2) on Corporate Social Responsibility (Y)
The significance value of the gender of the board of commissioners is $0.470 > 0.05$, which means it is not significant.

According to other assumptions, namely by looking at the t-count and t-table. The results of the t-count for the gender of the board of commissioners ($-0.727 < 1.67022$) then H_0 is accepted and H_1 is rejected. Based on the output results above, it states that the conclusion drawn is that the gender of the board of commissioners partially has no effect on corporate social responsibility

3. Gender of the Board of Directors (X2.1) on Corporate Social Responsibility (Y)
The significance value of the gender of the board of directors is $0.006 < 0.05$, which means it is significant. Meanwhile, according to other assumptions, namely looking at the t-count and t-table. The results of the t-count for the gender of the board of directors ($2.852 > 1.67022$) then H_0 is rejected and H_1 is accepted. Based on the output results above, it states that the gender of the board of directors partially has a significant effect on corporate social responsibility.

Table 2
T-Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	,207	,050		4,136	,000
SR	,011	,003	,399	3,651	,001
GD_DIR	,012	,004	,317	2,852	,006
GD_KOM	-,001	,001	-,079	-,727	,470

a. Dependent Variable: CSR

Source: Processed by Researchers (2024)

F Test

The F test basically shows whether all independent variables entered into the model have a joint influence on the dependent variable. If the F value is greater than 4 then H_0 is rejected at a 5% confidence level, in other words, the alternative hypothesis is

accepted which states that all independent variables simultaneously and significantly influence the dependent variable.

Based on the results of the F test, the independent variable with an F-calculation value of 8.980 is greater than the F-table with a value of 2.76 or equal to

8.980 > 2.76 and a significance value of 0.000 < 0.05, then the answer to the hypothesis, namely H_0 , is rejected, which means that the slack resources and board

gender variables simultaneously have a significant effect on the corporate social responsibility variable.

Table 3
F-Test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	,032	3	,011	8,980	,000 ^b
	Residual	,072	61	,001		
	Total	,104	64			

Source: Processed by Researchers (2024)

Discussion

This study aims to analyze the factors that influence the disclosure of corporate social responsibility consisting of slack resources and board gender in 13 companies listed in the banking sector listed on the Indonesia Stock Exchange in 2019-2023. The analytical tool used is descriptive analysis to determine the value of the variables studied. While the verification analysis is to determine the relationship between the independent variables and the dependent variables through multiple regression analysis and hypothesis testing with the help of the SPSS application. Based on the results of the research and the results of the tests that have been carried out, the following is a discussion that researchers can describe.

The Influence of Slack Resources on Corporate Social Responsibility

The results of the research conducted using partial tests show that the slack resources variable (X_1) has a positive and significant influence on corporate social responsibility disclosure (Y) in banking companies in 2019-2023. Based on the test conducted, t_{count} is greater than t_{table} ($3.651 > 1.67022$) then H_0 is rejected and H_a is accepted. While the significance value of the variable is 0.000 where slack resources are less than

0.05 then H_0 is rejected and H_1 is accepted. This shows that the amount of slack resources owned by the company has an influence on the quality of corporate social responsibility disclosure and indicates that H_1 in this study is accepted.

The results of this study are in line with research conducted by Madyakusumawati (2019), which stated that slack resources have a significant influence on the quality of corporate social responsibility disclosure.

The Influence of Board Gender on Corporate Social Responsibility

Based on the results of the study conducted using a partial test, it can be seen that the t -count value for the gender of the board of commissioners is -0.727, which is smaller than the t -table value of 1.67022 or -0.727 < 1.67022 with a significance value of 0.470, which is greater than 0.05, so it can be concluded that the gender variable of the board of commissioners does not affect the quality of CSR disclosure.

The results of this hypothesis are in line with research conducted by Rohmah et al. (2022), which states that the gender of the board of commissioners has no influence on the quality of Corporate Social Responsibility disclosure, while research conducted by Utami & Anam (2022)

states that the gender of the board of commissioners and directors has an influence on the quality of Corporate Social Responsibility disclosure.

The Influence of Slack Resources and Board Gender on Corporate Social Responsibility

The results of the study that has been conducted using simultaneous tests, it can be seen that the independent variables, namely Slack Resources and Board Gender, simultaneously have an influence on Corporate Social Responsibility in banking companies listed on the Indonesia Stock Exchange (IDX) in 2018-2022. This statement is supported in the F test with an F-count value of 8.980 or equal to $8.980 > 2.76$ and a significance value of $0.000 < 0.05$, which means that the independent variables, namely slack resources and board gender, simultaneously have a significant effect on the dependent variable, namely corporate social responsibility. In addition, the simultaneous determination coefficient test shows that the R value is 0.306. This means that 30.6% of the corporate social responsibility variable can be explained by the slack resources and board gender variables. The results of this hypothesis are in line with the results of Purbawangsa et al. research (2019), which shows that slack resources and board gender have an effect on the quality of corporate social responsibility disclosure.

Conclusion and Recommendation

Conclusion

Based on the results of the analysis and discussion that have been carried out regarding slack resources and board gender on corporate social responsibility, the following conclusions can be drawn:

1. Slack resources have an effect of 18.43% on corporate social responsibility in banking companies listed on the Indonesia Stock Exchange (IDX) in 2019-2023.

2. The gender of the board of commissioners has no effect on corporate social responsibility (-0.13%) in banking companies listed on the Indonesia Stock Exchange (IDX) in 2019-2023.
3. The gender of the board of directors has an effect of 12.33% on corporate social responsibility in banking companies listed on the Indonesia Stock Exchange (IDX) in 2019-2023.
4. Slack resources and board gender have an effect of 30.6% on corporate social responsibility simultaneously in banking companies listed on the Indonesia Stock Exchange (IDX) in 2019-2023.

Recommendation

Based on the conclusion regarding the influence of Slack resources and board gender on corporate social responsibility in banking companies listed on the Indonesia Stock Exchange for the 2018-2022 period, the author realizes that this study is inseparable from limitations that require development for further research. There are several suggestions that can be given for the development of this research, including the following:

1. Theoretical Suggestions

For further researchers to add or use indicators in various research variables and also to add or use different research subjects so that they can provide a picture of a more diverse sector. It is also expected to add other reference sources that are related to the title of this research in order to expand the results and discussion of the research.

2. Practical Suggestions

It is expected that this research can add insight into aspects of financial and non-financial performance such as slack resources that affect corporate social responsibility. For companies that are related to environmental aspects, it is hoped that they can consider this research in order to increase their concern for the environment. For further

research, researchers are expected to be able to present broad and complete results and discussions using different factors and research objects that are useful for readers.

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