

CHAPTER V

CONCLUSION

5.1 Conclusion

Based on the research that has been done. After going through the data collection, data sorting, data analysis and the interpretation of the analysis of significant differences between independent variables such as the presence of women, the presence of foreign members and the presence of young members on company performance as measured by ROA, ROE and Tobin's Q.

There is no significantly difference found in company performance measured by ROA, ROE and Tobin's Q between presence of women on board and no women on board in Manufacturing companies for both board of commissioner and board of director and the same result is also shown by banking companies for both board of commissioner and board of director. Meanwhile, there is a significantly difference found in company performance measured by ROA, ROE and Tobin's Q between presence of foreign members on board and no foreign members on board in manufacturing companies for board of commissioner but in board of director only significant if measured by Tobin's Q. While in banknig companies, there is significantly difference found in company performance measured by ROA, ROE and Tobin's Q for board of commissioner but not in board of director. There is a significantly difference found in company performance measured by ROA and Tobin's Q but not with ROE between the presence of young members on board and



no young members on board in manufacturing companies for board of commissioner and for board of director only significant if measured by Tobin's Q. While for banking companies there is no significantly difference found in company performance measured by ROA, ROE and Tobin's Q for both board of commissioner and board of director.

5.2 Research limitation

1. The research period is too short which is only two years (2016-2017)
2. There are several characteristics of board members, this study only examines the gender, nationality and age of members.
3. Measurement of company performance in this study is only measured by ROA, ROE and Tobin's Q.
4. Not always everything be found in annual report due to incomplete information. For example, some board member's age was not known and there was not enough time to contact all the companies about missing details of their member's information.



5.3 Suggestion

1. Further research can add more period of years, for example more than three year instead of two. Because the longer the period the the more accurate the result gain.
2. Further research is expected to add the other types of characteristics of board members such as education background, tenure, experience, expertise, and other factors in order to enrich the information of diversity on boardroom table.

3. Further research is expected to use the other performance measurement such as ROS, EPS, PBV and other ratios, because by using various type of measurement it will produce different result.

4. Further research is expected to be able to use secondary and primary data methods in finding all research information to be more accurate such as interviews and direct observations of company board members.

