The Impact of Board Demographic Diversity on the Financial Performance of Banks in South Sudan = Dampak Keberagaman Demografi Dewan Direksi terhadap Kinerja Keuangan Bank di Sudan Selatan

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Abstrak

Penelitian ini meneliti bagaimana usia, jenis kelamin, dan etnis Dewan Direksi (BOD) memengaruhi kinerja keuangan bank-bank di Sudan Selatan. Berdasarkan kerangka teoritis penelitian, keberagaman demografis berpotensi memiliki efek positif, negatif, atau netral terhadap kinerja keuangan. Variabel dependen, kinerja keuangan, diukur menggunakan Return on Assets (ROA) dan Net Interest Margin (NIM). Variabel independen meliputi keberagaman usia, ras, dan jenis kelamin. Keberagaman usia diukur dengan koefisien variasi, sedangkan keberagaman etnis direpresentasikan sebagai variabel dummy, dan persentase perempuan di dewan direksi digunakan untuk menilai keberagaman gender. Data mengenai profil dewan dikumpulkan dari daftar periksa dan catatan keuangan bank untuk periode lima tahun dari 2018 hingga 2023. (2017–18–20/23 Analisis data dilakukan menggunakan metode regresi efek tetap, dengan pemilihan model antara efek acak dan tetap dilakukan melalui uji Hausman. Temuan menunjukkan bahwa keberagaman demografi dalam hal usia, jenis kelamin, atau etnis tidak memengaruhi kinerja keuangan. Akibatnya, temuan empiris tidak memvalidasi hipotesis bahwa perbedaan usia, jenis kelamin, dan etnis memengaruhi kinerja keuangan.

......This study examines how the age, gender, and ethnicity of the Board of Directors (BOD) affect the financial performance of banks in South Sudan. Based on the theoretical framework of the study, demographic diversity has the potential to have a positive, negative, or neutral effect on financial performance. The dependent variable, financial performance, is measured using Return on Assets (ROA) and Net Interest Margin (NIM). Independent variables include age, race, and gender diversity. Age diversity is measured by the coefficient of variation, while ethnic diversity is represented as a dummy variable, and the percentage of women on the board of directors is used to assess gender diversity. Data regarding board profiles was collected from the bank's checklists and financial records for a five-year period from 2018 to 2023. (2017–18–20/23 Data analysis was conducted using the fixed effect regression method, with model selection between random and fixed effects carried out through the Hausman test. The findings show that demographic diversity in terms of age, gender, or ethnicity does not affect financial performance. As a result, the empirical findings do not validate the hypothesis that age, gender, and ethnicity differences affect financial performance.