



RELATIONSHIP OF RESPONSIVE, EFFICIENCY AND ACCOUNTABILITY TO GOOD CORPORATE GOVERNANCE (LITERATURE REVIEW STUDY)

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Abstract: The Literature Review article on the Relationship of Responsiveness, Efficiency and Accountability to Good Corporate Governance is an article to build a research hypothesis on the relationship between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Responsiveness relates to Good Corporate Governance; 2) Efficiency relates to Good Corporate Governance; and 3) Accountability related to Good Corporate Governance. Apart from these 3 exogenous variables that affect the endogenous variable of Good Corporate Governance, there are other factors including participation, transparency, inclusion, and following the rules.

Keywords: Responsive, Efficiency, Accountability, Good Corporate Governance.

INTRODUCTION

In the current era of disruption, every organization or company is required to excel and be able to reach the market in order to maintain its business continuity. To be a superior company, it is necessary to have a leader who organizes and executes the company's plans to achieve its goals. Apart from being a leader, companies also need superior and competent human resources. To obtain superior human resources, various indicators need to be considered so that companies are able to compete in the current disruptive era. Where is the need to increase employee capabilities and appreciation for employees in order to achieve employee satisfaction in the midst of the development of very massive information media.

Formulation of the problem

Based on the background described by the researcher, the formulation of the problem is obtained as follows:

1. Is Responsiveness related to Good Corporate Governance ?
2. Is Efficiency related to Good Corporate Governance ?
3. Is Accountability related to Good Corporate Governance ?

LITERATURE REVIEW

Good Corporate Governance

Good corporate governance is a system that regulates the functions of the board of commissioners, directors, shareholders and other stakeholders. Good corporate governance is also referred to as an act of transparency over the determination of the company's goals, achievements and performance appraisals. Good corporate governance can be seen from a strong internal control culture, for example from the internal audit function where internal and external risk sources are valuable and should not be carried out by internal audit (Sukrisno, A., 2011). The dimensions of Good Corporate Governance are: Efficiency, Responsiveness, Accountability, Fairness and Accountability (Arief, E., 2016).

Good Corporate Governance has been widely studied by previous researchers, namely: (Tjia, 2020), (Hamonangan & Hermawan, 2020), (Zulfah, Putri, & Pohan, 2020)

Responsive

In the midst of the massive development of technology and information, every organization, company or university must be responsive and aware of any changes that occur. Good Corporate Governance is said to be good if they are able to follow existing developments. Responsiveness is a principle whereby the government must comply with laws and regulations and carry out responsibilities to the community and the environment so that it can run well and the government can be managed properly and correctly. Responsiveness is a person's readiness to react or respond to an object in a certain environment as an observation of that object (Hastangka & Farid, 2020). Responsive indicators are: Be professional, avoid use and planning (Ma'raf, 2019).

Responsive has been widely studied by previous researchers, namely: (Hastangka & Farid, 2020), (Narpati, Lubis, Meutia, & Ningrum, 2021)

Efficiency

Efficiency is a measure of the level of resource use in a process. The less use of a resource, the more efficient the activity can be. An efficient process can be seen by making process changes so that costs become cheaper and can be done quickly (Sedarmayanti., 2014). The indicators of Efficiency are: quality, speed and cost. In carrying out activities with the hope of achieving goals, it is necessary to do efficiency in doing a job (Mardiasmo., 2009).

Efficiency has been widely studied by previous researchers, namely: (Mawikere, 2018), (Zahran, 2020).

Accountability

Accountability is an obligation for the holder of power and his apparatus to provide accountability, present, report and disclose all kinds of activities that are the responsibility of the party giving power. It is a principle that a company or government must be able to account for its performance in a transparent and fair manner. Therefore, the government must be managed properly and in accordance with existing regulations. Accountability is a prerequisite that aims to achieve sustainable performance (Setiana & Yuliani., 2017). Indicators of Accountability are: obligation, controllability, responsiveness and transparency (Yunita & Citraningrum., 2018).

Accountability has been widely studied by previous researchers, namely: (Purwoko, 2018), (Sukrisno, 2010).

Tabel 1. Relevant Previous Research Results

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	(Mahardita, 2017)	Effectiveness and Efficiency of the Work of State Civil Apparatus at the Secretariat of the DPRD of East Kalimantan Province	Discussing efficiency in order to achieve Good Corporate Governance	Talking about Effectiveness
2	(Suryatimur et al., 2022)	Corporate Governance and Tax Avoidance in Indonesia (Literature Review)	Discussing about Corporate Governance	Talking about Tax Avoidance
3	(Suratmini & Afriani, 2019)	Effective and Efficient Utilization of Teen Stress Detection Through Applications: Systematic Review	Discussing Efficiency in achieving Good Corporate Governance	Discussing Effective in the use of adolescent stress detection
4	(Sukrisno, 2010)	Relationship between Management Responsibility, Service Quality Accountability, Quality Culture, Organizational Learning, Team Performance and the Effectiveness of Quality Assurance Systems at Private Universities in Surabaya	Discussing Accountability in order to achieve Good Corporate Governance	Discusses the relationship that affects quality assurance at Private Universities in Surabaya
5	(Mawikere, 2018)	Effectiveness, Efficiency and Health of Service Organizational Relationships in Christian Leadership	Discussing Efficiency in Good Corporate Governance	Talking about effectiveness
6	(Onasis & Robin, 2016)	The Effect of Good Corporate Governance on Company Value in Financial Sector Companies Listed on the IDX	Discussing Good Corporate Governance	Discussing about GCG affecting firm value in financial sector companies on the IDX
7	(Hariati & Rihatiningtyas, 2016)	The Influence of Corporate Governance and Environmental Performance on Corporate Value	Discussing Good Corporate Governance	Discussing Environmental Performance on Company Value
8	(Sari, 2017)	Company Characteristics, Corporate Governance and Earnings Management	Discussing Corporate Governance	Discussing Company Characteristics and Earnings Management

RESEARCH METHODS

In this study, researchers used descriptive qualitative methods and library research. By reviewing based on previous research that is related or relevant to this research. The researcher collects data sourced from the Google Scholar application and uses Mendeley as a bibliography reference.

Qualitative research articles must use consistent methodological assumptions, so as not to raise questions by the reader. One of the reasons for conducting this research is that it is exploratory (Ali, H., & Limakrisna, 2013).

DISCUSSION

Based on the literature review that is relevant to previous research, the discussion in this literature review article is as follows:

1. Relationship of Responsive to Good Corporate Governance.

If responsiveness is implemented properly in accordance with the right theory and indicators, namely: professional, fast and agile, then Good Corporate Governance will be implemented and implemented properly as well. Responsiveness is a person's effort or reaction to the object that is being confronted with him. A responsive attitude is needed for every individual, with the intention that each individual responds more quickly and solves problems on a particular object (Hastangka & Farid, 2020). Thus, responsiveness must be owned by every individual and will be related to good corporate governance. Because responsive individuals will complete tasks and solve problems quickly, this will affect better company performance (Hastangka & Farid, 2020).

Responsive relates to Good Corporate Governance, this is in line with research conducted by: (Hastangka & Farid, 2020).

2. Relationship of Efficiency to Good Corporate Governance.

If efficiency is implemented properly in accordance with the right theory and indicators, namely: Quality, speed and cost, then Good Corporate Governance will be implemented and implemented properly as well. Efficiency is an activity of doing something with the use of very few resources and fast time. Efficiency is a goal of the company, because with efficiency, it is expected that a company will gain greater profits with less costs incurred (Yulianti & Jayanti, 2019).

Companies are starting to implement efficiency with the aim of minimizing company expenses. With the efficiency carried out, the company will have sufficient capital to survive or sustain in carrying out its operational activities (Utama, 2021). In this way, the efficiency of the company becomes one of the ways related to good corporate governance. The efficiency carried out will minimize the costs incurred and do the work quickly in order to produce more products.

Efficiency relates to Good Corporate Governance, this is in line with research conducted by: (F. Saputra, 2022a), (Mawikere, 2018), (Zahran, 2020).

3. Relationship of Accountability to Good Corporate Governance.

If accountability is implemented properly in accordance with the right theory and indicators, namely: responsiveness, transparency, and control, then Good Corporate Governance will be implemented and implemented properly as well. Accountability is openness to responsibilities that have been given fairly and openly. Accountability is intended so that every activity to achieve goals is delivered clearly, transparently and fairly. Each individual who is given the authority will be given the responsibility to complete and achieve the goals, especially if the responsibility given is very large (Sukrisno, 2010). Thus, accountability is needed in every organization in order to know the fairness and transparency of the activities carried out to achieve organizational goals (Sukrisno, 2010).

Accountability has an effect on Good Corporate Governance, this is in line with research conducted by: (F. Saputra, 2022b), (Purwoko, 2018), (Sukrisno, 2010), (F. Saputra & Mahaputra, 2022a).

Conceptual Framework

Based on the formulation of the problem, theoretical studies and previous research, the conceptual framework is obtained as follows:

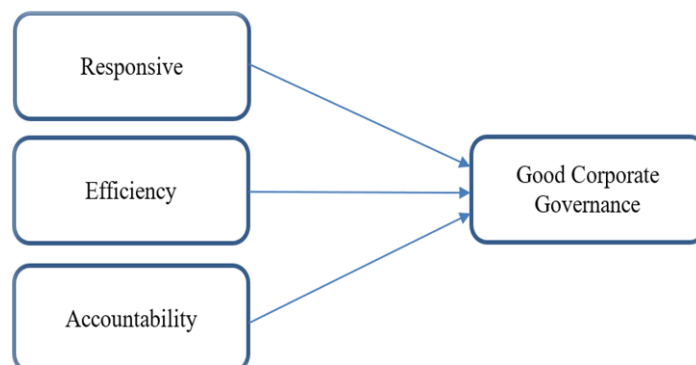


Figure 1. Conceptual Framework

This article discusses the Relationship of Responsiveness, Efficiency and Accountability to Good Corporate Governance. There are other factors that influence Good Corporate Governance, namely:

- 1) Transparency: (F. Saputra & Mahaputra, 2022a), (Maharani & Saputra, 2021), (Widyantoro, Solihin, Rosihan, & Fajar, 2020), (Mukhtar, Risnita, Saifillah, & Ali, 2016), (Lathiifa & Ali, 2013), (Sinaga, Madonna, & Novrian, 2020), (Karsono, Suraji, & Sastrodiharjo, 2022), (Riyani, Sitanggang, & Novrian, 2008), (Sinaga et al., 2020), (Kuba, 2022).
- 2) Leadership: (F. Saputra & Saputra, 2021), (Shobirin & Ali, 2019), (Zahra, 2020), (Suharyono & Ali, 2015), (F. Saputra & Mahaputra, 2022b), (Arifianto, 2017), (Sudiantini, Umar, & Arafah, 2019), (Apriyani, Roberta, Pribadi, & Ainun, 2022), (Anggit & Setyorini, 2022), (F. Saputra & Saputra, 2021), (Sudiantini & Saputra, 2022).
- 3) Work Environment: (F. Saputra, 2021), (Supriyadi et al., 2019), (Corsini & Nugraha, 2021), (Alurmei, 2019), (Ikhsani & Ali, 2017), (Prayetno & Ali, 2020), (Puspita, Polimpung, Irfansyah, Arifianto, & Prasajo, 2022), (Eprianto, Kamaludin, & Fachruzzaman, 2021), (Sabilah, 2021), (Hamdani & Sabilah, 2021), (Sabilah, Hernadewita, Wibowo, Damanik, & Susanti, 2019), (Irpan & Spalanzani, 2020), (Rony, Lubis, Santoso, & Rizkyta, 2020), (Noorfikri, Narpati, Bukhari, & Nursal, 2021).
- 4) Fairness: (Ali, Sastrodiharjo, & Saputra, 2022), (Siregar, 2019), (Nugraha, Rahmi, & Balsa, 2017), (Iksan, Imaddudin, & Athalarik, 2022), (Syauket, Karsono, & Atmoko, 2022), (F. Saputra & Ali, 2022), (A. Widodo, Rahmat Hidayat, Venus, & Suseno, 2018), (Rony, Lubis, & Rizkyta, 2019), (Winarso, Nursal, & Prasetyo, 2018), (Narpati, Andrian, & Nursal, 2020), (F. Saputra & Mahaputra, 2022a).
- 5) Organizational Culture: (F. Saputra & Ali, 2021), (Y. Saputra, Rosihan, Spalanzani, Kumalasari, & Riyanti, 2022), (Karsono, 2018), (Hermawan, 2021), (D. S. Widodo, 2017), (Athalarik & Susanto, 2020), (Widiantoro, Nursyamsi, & Imaddudin, 2021), (M Rizky Mahaputra & Saputra, 2021), (M Ridho Mahaputra & Saputra, 2021), (Apriyani et al., 2022), (Panday & Nursal, 2021).
- 6) Independence: (Sjafrizal, Dwinarko, & Madonna, 2020), (Sulistyanto, Dwinarko, Sjafrizal, & Mujab, 2020), (Iksan et al., 2022), (F. Saputra, 2022b), (Anggit & Setyorini, 2022), (Purnomo, Fathurrozi, Ismaniah, & Lestari, 2019).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on theory, relevant articles and discussions, hypotheses can be formulated for further research:

1. Responsive is related to Good Corporate Governance.
2. Efficiency is related to Good Corporate Governance.
3. Accountability is related to Good Corporate Governance.

Recommendation

Based on the conclusions above, there are still many other factors related to Good Corporate Governance, in addition to Responsiveness, Efficiency and Accountability that can be used in further research, namely: Inclusiveness, Transparency and Fairness.

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