

ABSTRAK

Penelitian ini bertujuan untuk memberikan gambaran bagaimana *Employee Stock Ownership Program* (ESOP) dan Harga Eksekusi pada perusahaan pertambangan yang terdaftar di Bursa Efek Indonesia (BEI) periode 2012-2016 serta mengetahui pengaruh *Employee Stock Ownership Program* (ESOP) dan Harga Eksekusi terhadap kinerja perusahaan.

Metode penelitian yang digunakan adalah metode deskriptif verifikatif. Populasi dari penelitian ini yaitu sebanyak 41 perusahaan pertambangan yang listing di BEI periode 2012-2016. Metode pemilihan sampel penelitian ini menggunakan metode *purposive sampling* dengan total 3 perusahaan yang memenuhi kriteria. Analisis data dilakukan dengan menggunakan uji asumsi klasik dan pengujian hipotesis dengan regresi data panel.

Berdasarkan hasil penelitian bahwa sebagian besar perusahaan pertambangan yang listing di BEI tahun 2012-2016 memiliki rata-rata *Employee Stock Ownership Program* (ESOP) rendah, Harga Eksekusi sebesar rendah, dan kinerja perusahaan sebesar sangat rendah. Secara parsial *Employee Stock Ownership Program* (ESOP) berpengaruh terhadap kinerja perusahaan dan harga eksekusi berpengaruh terhadap kinerja perusahaan. Dan secara simultan *Employee Stock Ownership Program* (ESOP) dan Harga Eksekusi berpengaruh terhadap kinerja perusahaan.

Kata Kunci: *Employee Stock Ownership Program* (ESOP), Harga Eksekusi , Kinerja Perusahaan

ABSTRACT

This study aims to provide an overview of how Employee Stock Ownership Program and exercise price in mining companies listed on the Indonesian Stock Exchange (BEI) in the periode 2012-2016 and determine the effect of Employee Stock Ownership Program and exercise price and company performance.

The method used is descriptive and verification method. The population of this study as many as 41 mining companies listed on the Indonesian Stock Exchange (BEI) in the periode 2012-2016. The method of selecting the sample using purposive sampling method with a total of 3 companies that meet the criteria. Data analysis was performed the classical assumption and hypothesis testing with multiple linear regression.

Based on the findings that most of the plantation companies listed on the Indonesian Stock Exchange (BEI) in 2012-2016 had an average employee stock ownership program is low, exercise price is low and a company performance is very low. Partially employee stock ownership program affect the company performance, and exercise price affect the company performance. And simultan eously employee stock ownership program and axercise price affect the company performance.

Keywords: Employee Stock Ownership Program (ESOP), Exercise Price, Company Performance

