

ABSTRAK

**ANALISIS PENERAPAN PEDOMAN UMUM GOVERNANSI
KORPORAT INDONESIA (PUGKI) TERHADAP KINERJA
KARYAWAN DI BANK RAKYAT INDONESIA (BRI) UNIT
KEMALANG KABUPATEN KLATEN**

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Penerapan Pedoman Umum Governansi Korporat Indonesia (PUGKI) menjadi salah satu faktor penting dalam meningkatkan kinerja perusahaan, yang dilandaskan pada 4 (empat) pilar, yaitu perilaku beretika, akuntabilitas, transparansi, dan keberlanjutan. Di sisi lain, pilar-pilar PUGKI juga bertujuan untuk memberikan kemajuan terhadap kinerja suatu perusahaan, termasuk di dalamnya adalah karyawan, sehingga tujuan dari penerapan PUGKI dalam suatu perusahaan adalah memaksimalkan kinerja para karyawan yang intinya akan meningkatkan kinerja suatu perusahaan.

Penelitian ini menggunakan pendekatan kualitatif. Lokasi penelitian dilakukan di BRI Unit Kemalang, Kabupaten Klaten, Jawa Tengah. Subjek penelitian yang diambil sebagai penelitian, yaitu Kepala Unit dan Mantri (*Marketing*). Pengumpulan data menggunakan teknik wawancara dan dokumentasi. Analisis data menggunakan reduksi data, penyajian data, dan penarikan kesimpulan.

Penelitian ini memperoleh kesimpulan: 1. Penerapan PUGKI di Bank Rakyat Indonesia (BRI) Unit Kemalang telah sesuai dengan peraturan yang berlaku dan 2. Penerapan PUGKI memberikan pengaruh yang baik terhadap kinerja karyawan di Bank Rakyat Indonesia (BRI) Unit Kemalang.

Kata kunci: Pilar, Pedoman Umum Governansi Korporat Indonesia

ABSTRACT

**ANALYSIS IMPLEMENTATION OF THE INDONESIAN
GENERAL GUIDELINES FOR CORPORATE GOVERNANCE
(PUGKI) ON EMPLOYEE PERFORMANCE AT BANK
RAKYAT INDONESIA (BRI) KEMALANG UNIT KLATEN
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The Indonesian General Guidelines for Corporate Governance (PUGKI) is one of the important factor in improving company performance. It is based on 4 (four) pillars, namely ethical behaviour, accountability, transparency, and sustainability. On the other hand, the pillars of PUGKI also aim to enhance a company performance, including that of its employees. Therefore, the objective of implementing PUGKI within a company is to achieve the maximize of employee performance, which ultimately leads to improved overall company performance.

This study employs a qualitative approach. The research was conducted at BRI Kemalang Unit, Klaten Regency, Central Java. The research subjects consisted of the Unit Head and Mantri (*Marketing*). Data were collected through interviews and documentation techniques. Data analysis was carried out through data reduction, data presentation, and conclusion drawing.

The study concludes that: 1. The implementation of PUGKI at Bank Rakyat Indonesia (BRI) Kemalang Unit has complied with the applicable regulations, and 2. The implementation of PUGKI has a good influence on employee performance at Bank Rakyat Indonesia (BRI) Kemalang Unit.

Keywords: Pillar, The Indonesian General Guidelines for Corporate Governance