



Analysis Of The Rational Relations To The Company's Work Metters (Case Study On Pt. Semen Gresik (Persero), Tbk)

Almira Keumala Ulfah¹, Ramadhan Razali^{2*}, Panetir Bungkes³, Sherif Mohamed Ismail⁴,

¹ Hukumi Ekonomi Syariah, Fakultas Syariah, Institut Agama Islam Negeri Lhokseumawe, Lhokseumawe, Indonesia

² Fakultas Bisnis dan Ekonomi Islam, Institut Agama Islam Negeri Lhokseumawe, Lhokseumawe, Indonesia

³ Fakultas Syari'ah, Dakwah dan Ushuluddin, IAIN Takengon, Indonesia

⁴ Business Information System, American University Cairo, Egypt

ARTICLE INFORMATION

Received: April 07, 2024
Revised: April 27, 2024
Available online: April 28, 2024

KEYWORDS

Financial Ratio, Financial Performance, Analysis of The Rational Relations, Company's Work Metters

CORRESPONDENCE

Phone: +6282111187286
E-mail: ramadhan@iainlhokseumawe.ac.id

A B S T R A C T

This study presents a comprehensive analysis of the rational relations pertaining to the operational dynamics of PT. Semen Gresik (Persero), Tbk, a leading cement manufacturing company. Through a detailed case study approach, various facets of the company's operational framework are scrutinized, focusing on key financial metrics such as liquidity, leverage, and profitability. By examining these rational relations, the study aims to elucidate the company's ability to effectively manage its resources, meet short-term obligations, and sustain profitability amidst dynamic market conditions. Employing a range of financial ratios including liquidity ratio, leverage ratio, and net profit margin, the analysis provides insights into PT. Semen Gresik (Persero), Tbk's financial performance over a specified period. The study delves into the implications of these findings on the company's operational efficiency and financial stability, highlighting areas of strength and opportunities for improvement. By deciphering the rational relations inherent in the company's operational matters, this study offers strategic recommendations to optimize performance and enhance competitiveness in the industry landscape. Through a rigorous examination of rational relations, this study contributes to a deeper understanding of PT. Semen Gresik (Persero), Tbk's operational dynamics and its implications for organizational success. By elucidating the intricate connections between financial metrics and operational outcomes, the study provides valuable insights for stakeholders, policymakers, and industry practitioners seeking to navigate the complexities of contemporary business environments and drive sustainable growth and profitability.

Introduction

As we know, the financial sector plays a crucial role in the operation of a business entity. This dimension is not just a focus for large or small companies, nor is it driven by profit or non-profit motives. The existence of the financial sector is becoming very significant, especially in the face of the dynamics of increasingly sophisticated business development. The level of competition between such entities is heating ups, especially in the context of increasing globalization.

In an unstable economy, many companies are trapped in crisis and bankruptcy. Therefore, in order to maintain its existence or even sustained growth, a company must carefully observe the conditions and performance of its business. Thus, companies can take strategic steps to face challenges, take advantage of opportunities, and protect their financial stability.

Analyzing the rational relations to a company's work matters involves understanding the strategic vision and organizational culture that influence decision-making processes and employee behavior. This includes the implementation of customer experience management, which focuses on touchpoints or moments of contact between a company and its customers, as well as the design of organizational structure and the evolution of organizational theories (Destiani, Tya, and Rina Maria Hendriyani, 2022).

The classical theory of organization design emphasizes the importance of a clear hierarchy, with at least one divisional manager having more responsibility than authority. In divisional organizations, middle managers are accountable for the performance of their individual business, which can lead to direct negotiations among themselves to resolve conflicts of interest. The contingency theory of organization design suggests that each organization should develop its structure in tune with its internal characteristics and the relationships with its environment, recognizing that there is no single set of principles to shape the structure of an organization.

In the context of job quality and gig work, the design and organization of work has evolved from a focus on labor efficiency and productivity to a greater emphasis on employee satisfaction and motivation. This shift has been influenced by the findings from studies such as the Hawthorne experiments, which showed that workers are motivated by relational factors such as attention and social relationships at work, rather than solely by monetary gain or environmental factors.

Overall, analyzing the rational relations to a company's work matters involves considering the strategic vision, organizational culture, and the design of the organization structure, as well as the evolution of organizational theories

and the impact of job quality on employee motivation and productivity.

The Indah Yayuk Research (2020) discusses the analysis of the ratio of liquidity, solvency, activity and profitability. To evaluate the financial performance of Elzatta, the results of the research are seen from the liquidity ratio and the solvency ratio of the position Debt to Asset Ratio in 2018 to 2019 are very good.

Hery Susanto (2019) researches the analysis of the financial ratio to the Regional Revenue and Purchasing Budget (APBD) is one of the parameters in measuring the performance of the regional financial management. Financial performance analysis using calculations of the ratio of effectiveness, efficiency, financial independence of the region, activity and growth. The study aims to measure the financial performance of the Government of the Mataram Region over the course of the fiscal year 2012-2015. The results of the research showed that, the efficiency ratio categorized as effective, the effectiveness ratio classified as inefficient, the independence ratio of the regional financial management is still low, the activity ratio is poor, the growth ratio on the Natural Regional Income (PAD) component is not good, while on the income ratio component of the district category is moderate, for expenditure growth is categorised as poor because the portion of operating expenditures is greater than capital expenditure. It is hoped that the Mataram City Regional Government can further increase the PAD, as well as scale priority allocation of regional spending.

The research of Erni Agustin (2016) aims to identify and analyze the financial health status of Indofarma (Persero) Tbk in 2012, 2013 and 2014 based on the financial ratio according to BUMN NUMBER: KEP- 100/MBU/2002. Information about the financial health of a company is essential to keep the company's existence from competition. Evaluation of the level of health of financial aspects using eight indicators: Return on Equity, Return On Investment, Cash Ratio, Current Ratios, Collection Periods, Rotation of Stocks, Total Asset Turn Over and Total Ratio of Own Capital to Total Assets. The results of the assessment of the financial health level of PT Indofarma (Persero) Tbk obtained a healthy predicate with category A in 2012 as well as a less healthy predicat with category BBB in 2013 and 2014.

The financial performance of a company can be understood as a prospective future forecast or potential, as well as an indicator of profitable growth and development opportunities for the company. Information about financial performance becomes essential to assess potential changes in economic resources, which may be directed and managed in the future, and to predict the production capacity of available resources. (Barlian, 2003).

A concrete manifestation of a company's performance can be clearly depicted in the financial statements produced. Each business entity designs a financial document that accurately describes the condition and performance of the company at the end of the accounting period. Financial statements, basically, contain data that gives an in-depth picture of the financial state of a company over a given period of time. By presenting such information, the company enables stakeholders, such as owners, managers, creditors, bankers, investors, employees, and the public, to understand the financial situation contained in the financial statements that have been prepared and presented.

Financial statements can be analyzed to see the condition of the company, the type of analysis varies according to the interests of the parties conducting the analysis. One of the financial statements analysis techniques widely used to assess the financial position of the corporate performance is financial ratio analysis because of its relatively easy use. The analysis of financial statements will be sharper when the financial figures are compared to certain standards. Such standards may be, internal standards set by management, historical comparisons or comparing financial figures with previous times, comparing with similar companies or similar industries.

One of the reasons doing the analysis of the financial statements is to assess the company's performance. Where performance assessments are carried out to determine the level of efficiency and effectiveness of the organization in achieving the set goals. Assessing the performance of a company can be done by analyzing two aspects, namely financial performance and non-financial performance. Measuring a company's performance is very useful in comparing a company with a similar company so that it can take any action that it considers necessary to improve it. Without comparison, it would not be known whether the performance of a company improved or otherwise indicated a decline.

In this study, some further restrictions were put in order to be more focused. First, the research uses the location of PT. Semen Gresik (Persero), Tbk is a company that operates in the field of cement industry. Secondly, the data analysis uses the financial statements consisting of the balance sheet and losses report for the period 2019-2023. Third, the financial performance analysis uses two types of financial ratios, namely the liquidity ratio, the leverage ratio and the profitability ratio.

Further restrictions are placed to focus more on some important reasons in the context of this research:

1. Selection of PT. Gresik Semen (Persero), Tbk as the subject of research is based on the importance of understanding the factors that affect the financial performance in the cement industry. The industry has unique characteristics, including factors such as price fluctuations of raw materials, market demand associated with construction projects, and strict environmental regulation. By focusing research on companies in the cement industry, we can identify specific patterns and trends relevant to this industry more accurately.

2. Choosing financial statements as the primary source of research data provides an advantage in terms of reliability and detailed information relevant to the financial performance of a company. By focusing analysis on the balance and loss report for the period 2019-2023, research can identify long-term trends and gain an in-depth understanding of the financial stability of the company over a significant period of time.

3. The selection of two types of financial ratios, namely liquidity ratio, leverage ratio and profitability ratio is based on their relevance in measuring the financial performance of a company in a comprehensive manner. This ratio provides an important insight into the company's ability to manage liquidity, debt management, and profitability. By focusing the analysis on these ratios, the research can provide a deeper understanding of the factors that influence the financial performance of PT. Grape Seed (Persero), Tbk in the cement industry in particular.

METHOD

The objective of this study is to know the financial performance of PT. Semen Gresik (Persero), Tbk seen from the liquidity ratio, leverage ratio and profitability ratio of the year 2019-2023. For that in this study will assess how great the development experienced by the company PT. Based on the object and purpose of the research, the research approach used is a qualitative approach. In this study will observe the report of profit and loss and also the balance sheet used as a measure to assess the financial performance of the company.

The population in this study is a manufacturing company that is listed on the Indonesian Stock Exchange. The sample used is PT. Gresik Semen (Persero), Tbk. Purposive Sampling is a technique of sampling based on research on some characteristics of a member of the sample adapted to the purpose of research. (Murni et al. 2010). As for the company criteria used as a sample are: a. Currently still listed in the EIB (Indonesian Stock Exchange). b. There are financial reports in the form of balance sheet and profit and loss report 2019-2023 (always publish financial reports).

RESULT and DISCUSSION

The financial performance of PT Semen Gresik (Persero), Tbk is based on the current ratio of liquidity, the debt to total asset ratio and the total equity ratio, as well as the net profit margin, return on asset and return on equity.

a. Current Ratio of Liquidity

The liquidity ratio serves as a crucial metric for evaluating a company's capability to fulfill its immediate financial commitments. This ratio, often expressed as a fraction, compares a company's liquid assets to its short-term liabilities. Liquid assets typically include cash, marketable securities, and accounts receivable. By analyzing this ratio, stakeholders gain insights into whether a company possesses sufficient resources to meet its short-term obligations promptly. On the other hand, the current ratio provides a different perspective on a company's financial health, focusing on the relationship between assets and liabilities. Specifically, it measures how well a company's assets are funded with debt or how effectively its debt obligations can be covered. A current ratio above 100% or greater than 1 indicates a favorable scenario, suggesting that a company's assets exceed its liabilities. In such instances, the company's assets can potentially cover all its debts smoothly, showcasing robust financial stability.

Evaluating the current ratio over the period spanning from 2019 to 2023 reveals consistent figures above the favorable threshold of 100%. Specifically, the calculated current ratios for each of the five years were 364.5%, 338.9%, 358.4%, 291.8%, and 264.7% respectively. This trend underscores the company's healthy financial position and its ability to manage short-term obligations adeptly, providing reassurance to investors and creditors alike.

Despite the overall stability in current ratio values, an intriguing development emerges upon closer examination of the trend over the specified period. While the ratios remain above 100%, there's a discernible downward trajectory, with the lowest recorded ratio standing at 264.7%. This decline can be attributed to a gradual increase in debt values, albeit amidst a backdrop of relatively stable trends elsewhere within the financial landscape. In conclusion, the company's liquidity remains robust, as evidenced by its consistent ability to meet

short-term obligations over the specified timeframe. Although there's a slight decrease in the current ratio trend, it remains comfortably above the desirable threshold, reaffirming the company's financial strength and capacity to navigate its debt obligations effectively.

b. Leverage Ratio

The leverage ratio is a fundamental metric utilized to assess the extent to which a company relies on both short-term and long-term debt to finance its operations. A prudent balance in leveraging is crucial, as excessive debt can pose significant risks to a company's financial health. When a company becomes excessively leveraged, it enters a precarious situation characterized by an inability to manage its debt obligations effectively. Thus, it is imperative for companies to carefully weigh the amount of debt they acquire and identify viable sources for debt repayment. Maintaining a judicious level of debt is essential; ideally, the debt should be lower than the total assets and equity, mitigating the risk of financial distress.

Analyzing the debt-to-total asset ratio of PT Gresik Semen (Persero), Tbk over the period spanning from 2019 to 2023 reveals a consistent upward trend: 21.08%, 22.9%, 20.27%, 21.99%, and 25.66%. This escalation can be attributed to the disproportionate increase in debt relative to the growth in total assets. Despite this trend, it's noteworthy that the company's debt remains within manageable bounds, comprising approximately 25% of its total assets. This indicates that PT Gresik Semen (Persero), Tbk continues to possess the capacity to service its debt obligations with its asset base, underscoring a favorable balance between debt and assets.

Moreover, the sustained ability to cover debt with assets suggests that the company predominantly relies on equity financing for its asset acquisitions rather than an overreliance on debt. This prudent financial strategy contributes to the company's overall stability and resilience in navigating potential economic challenges. By prioritizing the utilization of its own capital in asset financing, PT Gresik Semen (Persero), Tbk strengthens its financial position and reduces its vulnerability to external market fluctuations.

In summary, while the leverage ratio of PT Gresik Semen (Persero), Tbk demonstrates an increasing trend over the specified period, the company maintains a favorable position in managing its debt burden. With debt levels remaining within reasonable limits relative to total assets, PT Gresik Semen (Persero), Tbk showcases a sound financial strategy focused on maintaining a prudent balance between debt and equity financing. This approach fortifies the company's resilience and underscores its ability to sustainably navigate the dynamic business landscape.

c. A Profitability Ratio

A profitability ratio is an essential financial metric used to evaluate a company's effectiveness in generating profits relative to the resources it utilizes. One such ratio, the net profit margin, assesses the proportion of revenue that translates into net profit after accounting for all expenses. For PT Semen Gresik (Persero), Tbk, the net profit margin over the period from 2019 to 2023 demonstrates a consistent upward trend: 18.5%, 20.7%, 23.1%, 25.3%, and 24.0%. These figures highlight the company's ability to steadily increase its profitability over

the five-year span, indicating positive momentum in its financial performance.

The sustained growth in net profit margin can be attributed to the continuous increase in earnings after tax (EAT), signifying a robust operational performance by PT Semen Gresik (Persero), Tbk. This upward trajectory reflects the company's efficiency in converting sales revenue into profits, showcasing its effective utilization of resources. As EAT consistently rises, it contributes to the overall enhancement of the company's financial condition and reinforces its competitive standing in the market.

Furthermore, the ability to generate profits over the specified period underscores PT Semen Gresik (Persero), Tbk's resilience and adaptability in navigating various market conditions. By effectively capitalizing on its sales revenue and managing expenses, the company demonstrates sound financial management practices. This not only bolsters investor confidence but also fosters sustainable growth and long-term stability.

It is important to note that higher profits contribute to a stronger financial position for the company. As PT Semen Gresik (Persero), Tbk continues to increase its profitability, it enhances its capacity to invest in future initiatives, expand its operations, and reward shareholders. This reinforces the notion that the company's improving financial performance bodes well for its overall health and longevity in the marketplace.

In summary, the upward trend in PT Semen Gresik (Persero), Tbk's net profit margin from 2019 to 2023 signifies a commendable performance in profit generation. This consistent growth underscores the company's effective utilization of resources and solidifies its position as a key player in the industry. By maintaining a focus on profitability and prudent financial management, PT Semen Gresik (Persero), Tbk sets itself on a path towards sustained success and resilience amidst evolving market dynamics.

The Return on Assets (ROA) is a critical financial metric that evaluates a company's ability to generate profits relative to its total assets. For PT Gresik Semen (Persero), Tbk, the ROA results over the period from 2019 to 2023 showcase a positive trend: 20.8%, 23.8%, 25.7%, 23.3%, and 20.0%. Despite minor fluctuations, the company consistently achieves a robust return on its assets, with a notable 20% profit margin even in the last year. This indicates that PT Gresik Semen (Persero), Tbk maintains a commendable performance, as it effectively generates profits from its asset base, thereby reinforcing its financial stability and viability.

Furthermore, analyzing the ROA provides valuable insights into the company's profitability relative to the resources it employs. With a steady 20% profit margin over the specified period, PT Gresik Semen (Persero), Tbk demonstrates its ability to efficiently utilize its assets to generate returns. This signifies prudent management practices and operational effectiveness, enhancing investor confidence in the company's financial performance and prospects.

Turning to the Return on Equity (ROE), another crucial financial indicator, PT Semen Gresik (Persero), Tbk showcases a similarly positive trajectory over the period from 2019 to 2023: 26.4%, 30.9%, 32.2%, 29.9%, and 26.9%. While the ROE initially experiences growth before a slight decline, the company consistently delivers a robust return for its shareholders, with a commendable 26% return in the final year.

This underscores PT Semen Gresik (Persero), Tbk's commitment to maximizing shareholder value and reinforces its standing as a financially sound investment.

The increase in ROE can be attributed to the concurrent rise in earnings after tax (EAT) and the company's own capital. As PT Semen Gresik (Persero), Tbk bolsters its profitability and capital base, it enhances its capacity to generate returns for shareholders. This alignment of financial performance with shareholder interests underscores the company's prudent financial management and strategic decision-making.

In summary, both the ROA and ROE metrics highlight PT Gresik Semen (Persero), Tbk's strong financial performance and commitment to maximizing shareholder value. Despite minor fluctuations, the company consistently delivers solid returns, reflecting its effective utilization of assets and capital. With a focus on profitability and shareholder returns, PT Gresik Semen (Persero), Tbk solidifies its position as a financially robust and attractive investment option in the market.

From the perspective of the liquidity ratio, a company encountering liquidity issues often signals the onset of financial distress. Should these financial challenges persist unresolved, they may eventually culminate in business bankruptcy. Mitigating such risks necessitates the implementation of a comprehensive array of policies, strategies, and support mechanisms, both internally and externally. The liquidity ratio serves as a crucial measure of a company's capacity to fulfill its short-term obligations promptly, thus serving as an early warning system for potential financial troubles.

Conversely, leverage denotes a company's ability to repay its debts in a timely manner or without delays. A company is deemed to be in a liquid and solvable state when it can meet its short-term obligations and settle its due debts promptly. This dual aspect of liquidity and solvency underscores the importance of maintaining a healthy balance between short-term liquidity and long-term debt management.

In navigating financial challenges, companies must adopt proactive measures to bolster their liquidity positions and manage their debt obligations effectively. Internally, this may involve optimizing cash flow management, enhancing operational efficiency, and implementing cost-saving measures. Externally, seeking assistance from financial institutions, negotiating favorable terms with creditors, and exploring strategic partnerships can provide additional support in alleviating liquidity constraints and ensuring solvency.

By prioritizing liquidity and solvency management, companies can safeguard their financial viability and resilience against unforeseen economic downturns or disruptions. Furthermore, maintaining a liquid and solvable state enhances investor confidence, fosters stakeholder trust, and facilitates sustainable business growth in the long run.

In summary, the liquidity ratio and leverage play pivotal roles in assessing a company's financial health and resilience. By proactively addressing liquidity challenges and managing debt obligations effectively, companies can mitigate the risk of financial distress and position themselves for long-term success. Embracing a holistic approach to liquidity and solvency management empowers companies to navigate uncertainties and thrive in an ever-evolving business landscape.

From the perspective of profitability ratios, such as the net profit margin, return on assets (ROA), and return on equity

(ROE), the financial performance of PT. Semen Gresik (Persero), Tbk appears to be robust, indicating its overall good condition. These ratios reflect the company's ability to generate substantial profits, which is a key indicator of financial health. Despite various financial metrics, these profitability ratios remain strong, underscoring the company's effective utilization of resources and operational efficiency.

Considering the net profit margin, ROA, and ROE, PT. Semen Gresik (Persero), Tbk demonstrates commendable performance by consistently achieving high-profit margins over the assessment period. These ratios reflect the company's profitability relative to its assets and equity, indicating its ability to generate returns for shareholders. Such consistent and favorable profitability ratios suggest that the company is effectively managing its resources and operations, thereby enhancing its financial strength and stability.

Furthermore, analyzing these profitability ratios provides valuable insights into PT. Semen Gresik (Persero), Tbk's ability to meet its short-term obligations and maintain secured creditors. With a strong profit margin and returns on assets and equity, the company demonstrates its capacity to generate sufficient revenue to cover its short-term liabilities, ensuring the security of its creditors. Additionally, the company's substantial asset base further reinforces its ability to secure debt obligations, thereby minimizing financial risks and maintaining financial stability.

Most importantly, the favorable profit margins contribute to shareholder value, indicating that PT. Semen Gresik (Persero), Tbk provides attractive returns for its investors. Shareholders benefit from the company's robust financial performance, as reflected in its profitability ratios, which contribute to their confidence and satisfaction in the company's prospects and long-term viability.

In summary, PT. Semen Gresik (Persero), Tbk's strong performance across various profitability ratios signifies its sound financial condition and effective management practices. The company's ability to generate high profits, meet short-term obligations, secure creditors, and provide satisfactory returns for shareholders underscores its resilience and competitiveness in the market. By maintaining a focus on profitability and shareholder value, PT. Semen Gresik (Persero), Tbk reinforces its position as a financially stable and attractive investment opportunity.

d. The Relationship Between These Three Ratios Is Liquidity Ratio, Leverage Ratio And Profitability Ratio.

The relationship between the three major financial ratios, namely the liquidity ratio, the leverage ratio and the profitability ratio is important to understand because they provide a comprehensive picture of the financial performance of a company.

1. Liquidity ratio: a. The liquidity rate measures the ability of a company to meet its short term obligations using smooth assets. b. Liquids such as the current ratio and the quick ratio help to assess how well a company can pay its short term liabilities using assets that can be converted into money immediately. c. Relationship to the leverage ratio. - High liquidity ratios can indicate the company's ability to cope with short term obligations without having to rely on additional debt. However, if a high liquidity ratio is accompanied by a high leverage rate, a company may face

high liquidity risks because it has to pay short-time obligations and pay debt interest.

2. Leverage Ratio: a. Leverage ratio measures how much a company uses debt to finance its operations compared to its own capital. b. Leverage ratios such as the debt-to-equity ratio and the interest cover ratio help assess the financial risks associated with the use of debt by a company. c. Relationship to the liquidity ratios: A high level of leverage can result in high liquidity risks because a company must generate sufficient cash flows to pay interest and debt, especially if the company's assets cannot easily be converted into cash.
3. Profitability Ratio: a. The profitability ratio measures the company's ability to generate profits compared to various other bases, such as sales, assets, or equity. B. Reliability ratios such as gross profit margin, net profit margin and the rate of return on assets help to assess the overall operational efficiency and financial performance of the company. c. Relationship to the liquidity ratio: High levels of profitability can provide additional financial flexibility to the company, which in turn can improve the ability of the firm to meet its short-term obligations.

Overall, the relationship between these three ratios suggests that the financial performance of a company cannot be understood separately, but must be analyzed together to give a more complete and accurate picture of the financial health of the company.

e. Implications Of Financial Performance

The financial performance of a company has enormous implications for all its operational and strategic aspects. How a company manages its assets and liabilities, and how they acquire and use capital, directly influences the condition and future of the company. This is why understanding financial performance is at the heart of good management.

Strong financial performance is a source of sustainability for companies. When a company generates stable profits and has a healthy cash flow, it gives confidence to investors, employees, and other stakeholders about the future of the company. It also gives flexibility to management to allocate resources to areas that are most critical to growth and long-term success.

On the other hand, poor financial performance can cause big problems for a company. Excessive debt, low profitability, or poor liquidity can lead to financial instability, difficulty paying liabilities, and even bankruptcy. Implications of poor financial performance can be very serious, including falling stock prices, loss of investor confidence, and negative impact on employees and business partners.

However, financial performance is not just about figures in financial statements. It also covers a broader impact on the entire organization. For example, strong financial performance can create a stable and attractive working environment for employees, while poor financial performance may lead to tension and uncertainty in the workplace.

Thus, understanding the implications of financial performance is key to good decision-making within the company. It enables management to identify challenges and opportunities, allocate resources wisely, and take strategic steps to improve the financial health of the company as a whole.

Conclusion

Based on the results of the calculation and analysis of the ratio in the previous chapter can be concluded as follows:

1. The liquidity ratio This ratio is calculated using the Current Ratio with the calculations starting from the year 2019-2023 of: 364.5%, 338.9%, 358.4%, 291.8%, and 264.7%. By looking at the current ratio then the company can be said in liquid state and has the ability to meet its short-term obligations.
2. Leverage Ratio This leverage ratio is measured by calculating: a. Debt to Total Asset Ratio The result of this ratio for the period 2019-2023 is: 21.08%, 22.9%, 20.27%, 21.99%, and 25.66%. This result shows that the company is still able to cover debt with the total assets it holds. b. Debt to Total Equity Ratio For the outcome of debt to equity ratio during 2019-2023 is as follows: 26.72%, 29.72%, 25.42%, 28.19%, and 34.52%. It can be concluded that by the results of the measurement can be said that the creditor is still secured because the own capital used to secure the debt is still greater than the total debt.
3. Profitability ratio This ratio is calculated using:
 - a. Net Profit Margin Results of this ratio in the period 2019-2023 amounted to: 18.5%, 20.7%, 23.1%, 25.3%, and 24.0%. These results show that PT Semen Gresik (Persero), Tbk has the ability to obtain profits from sales in good condition.
 - b. Return on Asset Results obtained for the period 2019-2023 are: 20.8%, 23.8%, 25.7%, 23.3%, and 20.0%. Demonstrates the company has good ability to utilize assets in gaining profits.
 - c. Returns on Equity In this calculation the earnings are: 26.4%, 30.9%, 32.2%, 29.9%, and 26.9%. Return to shareholders 26% so it can be said good. This is due to the company's good ability in delivering profits to shareholder.

REFERENCE

- Agustin, Erni. "Analisis Rasio Keuangan untuk Penilaian Kinerja Keuangan pada PT Indofarma (Persero) Tbk." Berdasarkan Keputusan Menteri BUMN Nomor: KEP-100/MBU/2002). *eJournal Ilmu Administrasi Bisnis* 4.1 (2016): 103-115.
- Al Karim, Rashed, and Tamima Alam. "An evaluation of financial performance of private commercial banks in Bangladesh: Ratio analysis." *Journal of Business Studies Quarterly* 5.2 (2013): 65.
- Barnes, Paul. "The analysis and use of financial ratios." *Journal of Business Finance dan Accounting* 14.4 (1987): 449.
- Destiani, Tya, and Rina Maria Hendriyani. "Analisis Rasio Keuangan untuk Menilai Kinerja Keuangan Perusahaan." *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah* 4.1 (2022): 33-51.
- Dewi, Meutia. "Analisis Rasio Keuangan untuk Mengukur Kinerja Keuangan PT Smartfren Telecom, Tbk." *Jurnal Penelitian Ekonomi Akuntansi (JENSI)* 1.1 (2017): 1-14.
- Edmister, Robert O. "An empirical test of financial ratio analysis for small business failure prediction." *Journal of Financial and Quantitative analysis* 7.2 (1972): 1477-1493.
- Gustina, Dhany Lia, and Andhy Wijayanto. "Analisis rasio keuangan dalam memprediksi perubahan laba." *Management Analysis Journal* 4.2 (2015).
- Gabbett, T., Jenkins, D., & Abernethy, B. (2010). Physical collisions and injury during professional rugby league skills training. *Journal of Science and Medicine in Sport*, 13 (6), 578-583. doi:10.1016/j.jsams.2010.03.007
- Horrigan, James O. "A short history of financial ratio analysis." *The Accounting Review* 43.2 (1968): 284-294.
- Horrigan, James O. "Some empirical bases of financial ratio analysis." *The Accounting Review* 40.3 (1965): 558.
- Innocent, Enekwe Chinedu, Okwo Ifeoma Mary, and Ordu Monday Matthew. "Financial ratio analysis as a determinant of profitability in Nigerian pharmaceutical industry." *International journal of business and management* 8.8 (2013): 107.
- Lin, Fengyi, Deron Liang, and Enchia Chen. "Financial ratio selection for business crisis prediction." *Expert systems with applications* 38.12 (2011): 15094-15102.
- Maulina, Isra, et al. "Pengaruh Mekanisme Bonus dan Multinationality terhadap Keputusan Transfer Pricing pada Perusahaan Manufaktur di Bursa Efek Indonesia." *Journal of Education, Humaniora and Social Sciences (JEHSS)* 4.2 (2021): 1246-1256.
- Mukmillah, Mila Rosida. *Analisis Rasio-Rasio Keuangan Sebagai Pengukur Kinerja Perusahaan Di Pt. Amanah Bersama Berkah (Studi Pada Laporan Keuangan Periode 2017-2021)*. Diss. Universitas Siliwangi, 2023.
- Nadilla, Trie, et al. "The Effect Of Leverage And Earning Per Share On Earning Management (A Study Of Companies Listed In Indonesia Stock Exchange)." *ICASI 2019: Proceedings of The 2nd International Conference On Advance And Scientific Innovation, ICASI*. Vol. 18. 2019.
- Nasution, Muhamad Syafri, et al. "The Effect of Beta, and Residual Income on Stock Return in The Manufacturing Industry in The Indonesia Stock Exchange." *Enrichment: Journal of Management* 11.2 (2021): 555-558.
- Nissim, Doron, and Stephen H. Penman. "Ratio analysis and equity valuation: From research to practice." *Review of accounting studies* 6 (2001): 109-154.
- Pramono, Joko. "Analisis rasio keuangan untuk menilai kinerja keuangan pemerintah daerah (Studi Kasus pada pemerintah Kota Surakarta)." *Among Makarti* 7.1 (2014).
- Putri, Bella Giovana. "Analisis rasio keuangan untuk mengukur kinerja keuangan." *Inspirasi: Jurnal Ilmu-Ilmu Sosial* 17.1 (2020): 214-226.
- Rhamadana, Reclly Bima, and Triyonowati Triyonowati. "Analisis rasio keuangan untuk menilai kinerja keuangan pada pt. hm samporna Tbk." *Jurnal Ilmu dan Riset Manajemen (JIRM)* 5.7 (2016).
- Salmi, Timo, and Teppo Martikainen. "A review of the theoretical and empirical basis of financial ratio analysis." *News Group* _001 (1994).
- Susanto, Hery. "Analisis rasio keuangan untuk mengukur kinerja keuangan pemerintah daerah kota mataram." *Jurnal Distribusi-Jurnal Ilmu Manajemen dan Bisnis* 7.1 (2019): 81-92.
- Tyas, Yayuk Indah Wahyuning. "Analisis rasio keuangan untuk menilai kinerja keuangan pada Elzatta Probolinggo." *Ecobuss* 8.1 (2020): 28-39.
- Ulfah, Almira Keumala, et al. "Analysis of Financial Reporting Accounting Information Systems at The Aceh Financial Services." *Enrichment: Journal of Management* 12.1 (2021): 711-717.

- Ulfah, Almira Keumala, et al. "Analisis Kemampuan Pembiayaan Keuangan Pemerintah Provinsi Aceh Setelah Penerapan Revisi UU Tentang Otonomi Daerah." Seminar Nasional Teknologi Komputer & Sains (SAINTEKS). Vol. 1. No. 1. 2019.
- Ulfah, Almira Keumala, et al. "Tingkat Kemandirian, Efektivitas, Efisiensi Keuangan Daerah Pemerintah Provinsi Aceh Setelah Revisi UU Otonomi Daerah." Seminar.