

Implementation of Corporate Social Responsibility (CSR) by PT. Equity World Futures (EWF) to Stakeholders (Employees) in Semarang City

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ABSTRACT

This research aims to examine the implementation of Corporate Social Responsibility (CSR) at PT. Equity World Futures (EWF) for its stakeholders, specifically employees in Semarang City. The study uses a descriptive analytical method to evaluate CSR regulations in Indonesia and assess how CSR is implemented at PT. EWF. The research findings reveal that CSR activities at PT. EWF include the provision of incentives, assistance, and facilities tailored to the needs of employees, such as health insurance, bonuses, and training programs. The company's CSR initiatives have contributed to a positive image and improved employee productivity. Furthermore, the CSR programs have been well-received by employees, with many reporting increased job satisfaction and a better work environment. However, some employees expressed the need for improvements in the implementation of CSR initiatives to meet their expectations fully. In conclusion, the CSR programs at PT. EWF Semarang have been beneficial in fostering good relationships between the company and its employees, improving productivity, and enhancing the company's overall reputation. The study suggests that continuous CSR improvements will strengthen employee engagement and support the company's long-term success.

Keywords: Implementation, CSR, PT. Equity World Futures (EWF), Stakeholders, Employees

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INTRODUCTION

The trading business today is experiencing positive progress, the company is not only thinking about profits, but also from a social and environmental perspective. Every company has a commitment to employees to provide concern for the social and environmental part, because the company as a legal entity has CSR. CSR according to Law No. 40 of 2007 concerning PT (Limited Liability Company) is the responsibility of the company to participate in economic development and to add value to life and the environment that is beneficial both for the company, surrounding organizations, and the general public (Ardani & Mahyuni, 2020).

According to (Widjaja & Yani, 2006), CSR is a relationship between a company (not limited to PT) and related matters (stakeholders) that interact directly or indirectly with the company to ensure the existence and continuity of the company's business which is a form of cooperation. The definition is generally the same as Social and Environmental Responsibility, which is that the Company is committed to being involved in improving economic development to advance the status of life and the environment that is useful for the company and the community.

CSR is interpreted with the same meaning because it includes the word social in its name. Indonesia is the first country in the world to make regulations related to CSR in the form of Law No. 40 Th. 2007 concerning PT. Often it turns out that the concept of CRS implemented for a company that aims to support its business is different from the concept of CSR regulation stated

in the UUPT. CSR in ISO 26000 is a company's responsibility for the impact of its decisions and activities on residents and the surrounding environment, through transparent and ethical activities that are consistent using continuous development and people's welfare (Siregar, 2016). always pay attention to the interests of stakeholders; in accordance with existing laws and stable in the use of international values (norms) and rules; Consolidated in all organizational activities, in this sense including both product and service activities in accordance with the ISO 26000 design, the implementation of CSR should be consolidated in all group activities (Rahmi, 2011).

Therefore, if the company only pays attention to certain issues, for example, a company is very concerned about environmental problems, the company still advertises recruitment in a special way that mentions the needs of employees based on a certain gender, as in the concept of ISO 26000 the company has not effectively carried out the responsibility of social responsibility as a whole, the basic principles of CSR which are the principles of implementation that encourage or become information in the formulation of CSR policies and activities according to the ISO 26000 standard includes: compliance with the law; Compliance with international instruments/institutions; Respect for interested parties and their interests; Responsibility Transparency, ethical behavior, taking preventive measures, Respect human rights (human rights) (Siregar, 2016).

The existence of CSR aims to strengthen the existence of the company itself by creating cooperation among stakeholders facilitated by the company through the preparation of an agenda for the development of local residents, as well as only at the global level (Pramiana & Anisah, 2018).

Stakeholders are stakeholders who have an interest in the business and can influence or be influenced by business actions as a whole. Stakeholders are divided into two groups, namely; internal stakeholders and external stakeholders. Internal stakeholders include the organization/industry itself, shareholders, contractors and employees. Meanwhile, external stakeholders include consumers, suppliers, competitors, investors, governments, local communities in a region, the media, the wider community, etc (Irawan & Muarifah, 2020).

PT. Equity World Futures (EWF) Semarang is a subsidiary of Jakarta and Futures Clearing House processes futures contracts in a systematic, fair, positive and clear manner, and is registered on the Jakarta Futures Exchange which supervises futures trading to determine that everything related to futures contracts in Indonesian commodity trading activities . Such parties have legal certainty. The company operates in the field of financial services and trading. As a company that runs a business in the midst of the residents of Semarang City. PT. Equity World Futures (EWF) should carry out CSR (Afriani, Antong, & Halim, 2023).

In the implementation of CSR programs, active participation from each stakeholder is needed to create synergy, create global dialogue, because with the active participation of stakeholders, it is expected that the process of policy making, policy implementation and responsibility for CSR implementation will be carried out together (Nopriyanto, 2024). However, many companies think that CSR activities are often considered an activity that wastes company funds. also companies that are confused about the scheme for implementing the CSR concept. The concept of CSR aims to involve the private sector in providing alternative breakthroughs in helping the poor so that they are free from the social problems faced by the community (Kartini, 2009).

Some business people are still based on the belief that CSR activities are not profitable and cannot directly generate profits. Many companies still do not want to carry out CSR programs because they consider CSR as a cost center that does not benefit anything in the short term. Most investors want investments whose realization can directly increase revenue streams, while CSR is frankly more complex than just profit analysis (Rachman, Hikmah, Sukma, & Giningroem, 2024).

CRS must be seen as a long-term investment of a company that will not generate immediate profits in a short period of time, but will have a direct and indirect influence on the company's finances for its shortness. This must be the company's guideline in carrying out CSR activities (Dwiyanti & Mahyuni, 2018).

Ideally, the presence of the company will be useful for the local community, so it is hoped that CSR will be carried out in order to strengthen the position of the surrounding community to ensure that activities in the company run smoothly without obstacles. CSR is a means to connect the relationship between the company and the local community in running a business to highlight the problems that exist around the written company, and will not discriminate against employees (Cahya, 2014).

Several studies have examined the implementation of Corporate Social Responsibility (CSR) in various sectors. For example, Ardani & Mahyuni (2020) explored how CSR initiatives benefit companies by improving their public image and fostering stronger relationships with stakeholders. Similarly, Dwiyanti & Mahyuni (2018) studied CSR in the hospitality industry and found that CSR efforts significantly enhance employee productivity and corporate reputation. These studies highlight the importance of CSR in fostering sustainable business practices and positive stakeholder relations.

The urgency of this research is underscored by the growing importance of CSR in business operations, particularly in industries where companies must balance profit generation with social and environmental responsibilities. In the case of PT. Equity World Futures (EWF), implementing effective CSR programs is vital for maintaining good relationships with employees, enhancing their well-being, and boosting productivity. As the company operates in the financial services sector, CSR not only improves its reputation but also contributes to long-term business sustainability. Therefore, understanding how CSR is implemented at PT. EWF and its impact on employees is crucial for improving CSR practices across similar organizations.

Although CSR has been widely studied, there is limited research focused on the specific implementation of CSR programs in financial services companies like PT. EWF. Most studies tend to focus on industries such as manufacturing or hospitality, where CSR is often more visible in terms of environmental impact. This research fills this gap by analyzing CSR practices in a financial services context and examining their effects on employee satisfaction and productivity, which have not been extensively explored in prior studies.

The novelty of this study lies in its focus on PT. Equity World Futures (EWF), a financial services company, and how it implements CSR programs specifically for its employees. While much of the existing literature on CSR in Indonesia focuses on large manufacturing companies or environmental sustainability, this research offers a unique perspective on CSR in the financial sector and highlights the direct benefits to employees, thus contributing new insights to the body of CSR research.

Based on the outline that the researcher has described above, therefore the researcher is interested in studying more specifically various things related to the title, the implementation of corporate social responsibility (CSR) PT. Equity World Futures (EWF) to Stakeholders (Employees) in the city of Semarang".

The objective of this study is to evaluate how PT. EWF implements CSR programs for its employees in Semarang City and assess the impact of these programs on employee well-being and company performance. The research aims to provide recommendations for improving CSR practices to ensure they align more closely with employees' needs, thus enhancing their job satisfaction and productivity. The findings will benefit business leaders, CSR practitioners, and policymakers by providing evidence-based insights into the effective implementation of CSR in the financial services sector, helping to foster better relationships between companies and their employees.

METHOD

In this case, the research with the descriptive analytical method handles the problem or focus of the problem being carried out and the results of the study are then processed and analyzed to draw conclusions. The form of analytical descriptive research in this study aims to describe CSR in PT. Equity World Futures (EWF) to stakeholders. To find out how to implement CSR for stakeholders. The research used in this study is empirical juridical research. According to (Soejono Soekanto and Sri Mamudji) empirical juridical research or empirical legal research is legal research that is carried out by researching primary data, namely data obtained directly. Empirical juridical research is research that treats law as a social phenomenon. In this case, rights are only visible from the outside of empirical legal research centered on personal or community behavior related to the law (Mahmud Marzuki, 2018).

In this study, the data collection tool used is primary data: interview techniques from questionnaires, namely by conducting oral questions and answers to be answered orally between the author and stakeholders and the community.

Library materials are basic data that is classified in science as secondary data. This secondary data has a very broad scope, including personal letters, books and official documents issued by the government (Soekanto & Mamudji, 2019). This research discusses secondary data and primary data (library and field data) related to the implementation of CSR at PT. Equity World Futures (EWF) for stakeholders in the city of Semarang.

RESULTS AND DISCUSSION

Implementation of the National Education Standards Policy at SMP Negeri 1 Mentarang CSR Arrangements in Indonesia

CSR regulations in Indonesia are a set of rules designed by humans affiliated with one community to regulate human behavior and protect human needs in society so that community members do not harm each other. The implementation of legal benefits aims to realize public order, the creation of order and harmony between communities (Harahap, 2010). Mochtar Kusumaatmadja argues that rules are a means of development that can act as an instrument (regulator) or tool of development with the intention of channeling the orientation of human activities towards the desired development or reform. In the corporate context, this means that rules play a crucial role not only for shareholders, but also to organize the company's diverse actors so that they follow the social justice corridor, while ensuring that change takes place in a structured manner.

There are a lot of companies that carry out business activities related to the use of natural resources to carry out their business activities together using a company that is a legal entity in the form of a Limited Liability Company (PT) which has rights and obligations according to the law. CSR is closely related to long-term development, therefore the company in carrying out all its business activities must base its decisions not only on economic factors but also on social and environmental factors, in the short and long term. CSR is not only a charitable activity, CSR also requires companies to make binding commitments that focus on considering the impact on stakeholders, including the biological environment. The development of CSR abroad is very popular. Meanwhile, the implementation of CSR in Indonesia is currently more popular as a voluntary corporate action. so that the implementation of CSR is highly dependent on the company's commitment and ethical procedures to the social and environmental conditions that surround it.

The attention of policymakers to CSR has been enlightened that there is a potential for adverse impacts based on the company's operational activities. The bad impact must of course be reduced in such a way that as a result it does not endanger the safety of residents around the company and remains friendly to the climate of struggle.

CSR in the Limited Liability Company Law

CSR is an obligation imposed by the Government with Law No. 40 of 2007 concerning Limited Liability Companies (hereinafter referred to as Law Number 40 of 2007 concerning Limited Liability Companies) article 74 states that:

- a. For companies that carry out their commercial activities in the field or related to natural resources (natural resources), they are required to bear CSR.
- b. CSR as referred to in paragraph (1) is a company's obligation that is budgeted and calculated as a company's cost whose implementation is carried out with due regard to fairness and truthfulness.
- c. Companies that do not fulfill their obligations as intended in paragraph (1) are subject to penalties as stipulated in the PERPU.
- d. Other provisions related to CSR are regulated by government regulations.

The government with article 74 of Law No. 40 of 2007 concerning limited liability companies aims to strengthen the social dimension of the company caused by the many problems or opposition that exist between the company and the surrounding community. In chapter V article 74 of Law No. 40 of 2007 concerning Limited Liability Companies, it is stated that companies that carry out their business activities in the field or related to the use of natural resources are obliged to carry out CSR, which is carried out by upholding the fairness and truth of the Company that does not comply with these obligations will be subject to penalties based on the applicable laws and regulations.

In article 74 paragraph (1) it is said that this CSR obligation aims to establish a balanced, harmonious and synchronous business relationship with the environment, norms, ordinances, and culture of the local people. Companies that run businesses in the field of natural resources (natural resources) are businesses whose business activities manage and utilize natural resources (natural resources). Furthermore, the explanation of Article 74 paragraph (3) has said that what is meant by being punished in accordance with the provisions of the PERPU is being subject to all forms of punishment regulated in the relevant laws and regulations. This law does not provide penalties for non-fulfillment of CSR obligations, but article 74 only stipulates that the punishment will be adjusted to the provisions of the applicable PERPU. CSR in Law no. 40 of 2007 concerning limited liability companies is limited to companies that carry out entrepreneurial activities in fields related to the use of natural resources (natural resources).

As a form of fulfilling CSR obligations, companies are required to estimate CSR activities and include them into the company's portfolio that is done fairly and accurately. CSR activities must be included in the company's annual report. If the company does not carry out CSR, the company will be subject to penalties in accordance with the provisions of the PERPU.

The implementation of CSR of PT. Equity World Futures (EWF) to Stakeholders (Employees) in Semarang City

In a business, there is a company's moral responsibility to stakeholders (employees). CSR is a long-term commitment by the company to behave morally and make a positive contribution to stakeholders (employees). The company to provide welfare to stakeholders (employees), create a comfortable work environment for employees so that productivity increases. PT EWF is a member of the futures exchange in Indonesia, namely the Jakarta Futures Exchange (JFX) and to demand the financial credibility of the company it is also a member of the trading forum of the futures exchange, which is a member of the Indonesia Futures Exchange. Derivatives Futures Clearing, an orderly, reasonable, efficient and transparent futures contract regulated by law in the futures industry to provide regulatory certainty to all parties in the futures trading business in Indonesia.

PT EWF Semarang which is headquartered on Jl. Pemuda. Semarang No. 5, is a subsidiary of EWF, a member of the Jakarta Futures Exchange and a futures clearing institution that conducts futures contract transactions in an orderly, efficient and clear manner and is registered on the Jakarta Futures Exchange, which is regulated by the PERPU of the Futures Trading Industry, thereby providing regulatory certainty to all parties carrying out commodity futures clearing activities in Indonesia. To find out how the implementation of CSR at PT. EWF researchers have given several questions to employees where the first question is related to how long the employee has worked at PT. EWF is categorized into two, namely, employees who have worked for less than one year and more than one year. The results of the answers to these questions can be seen in the following table:

Table 1. Respondent's answer to the question How long have you been working at PT. EWF

NO	Answer Respondents	Sum	Percentage
1.	Less from 1 Year	18	64%
2.	More than 1 Year	10	36%
Sum		28	100%

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire about the question: **How long have you been working at PT. EWF?** It is known that as many as 36% (10 people) of employees at PT. EWF has been working for more than a year and as many as 64% (18 people) of employees at PT. RFB has been working for less than a year. So, based on the results of these answers, the researcher can conclude that the majority of employees at PT. EWF is less than a year. For the second question, the researcher asked employees about their status at PT. EWF Semarang, where employee status is categorized into two, namely permanent employees and contract employees.

The results of the answers to these questions can be seen in the following table:

Table 2. Respondent's Answer to the Question Is Mr. / Mrs. Are Permanent Employees at PT. EWF

NO	Respondent's Answer	Sum	Percentage
1.	Yes	16	57%
2.	Not	12	43%
Sum		28	100%

Source: primary data processed in 2022

From the table above based on their status, employees at PT. EWF Semarang can be divided into 2 (two), namely permanent employees and contract employees. Of the 28 samples that have answered the questionnaire on the question: **Are you a permanent employee at PT. EWF ?** A total of 57% (16 people) are permanent employees and 43% (12 people) answered contract employees. Based on the results of the answers, the researcher can conclude that the majority of employees at PT. EWF is a permanent employee.

Ensuring continuity of employment for permanent employees is more important than contract employees If for some reason the company takes a policy of reducing the number of employees, contract employees are more at risk of being dismissed. For the third question, the researcher asked employees of PT. EWF Semarang regarding its knowledge related to social responsibility or commonly called CSR. The results of the answers to these questions

can be seen in the following table:

Table 3. Respondent's Answer to the Question Do you know about social responsibility or what is commonly called CSR

NO	Respondent's Answer	Sum	Percentage
1.	Yes	28	100%
2.	Not	-	-
Sum		28	100%

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire about the question: **Do you know about social responsibility or commonly called CSR?** It is known that as many as 100% of the total sample, namely 28 employees at PT. EWF answered knowing about CSR. So, based on the results of these answers, the author can conclude that all samples (employees) at PT. EWF knows about social responsibility or commonly known as CSR.

CSR is an obligation that must be fulfilled by companies based on Article 74 of the new UUPT, which was passed in the plenary meeting of the House of Representatives It should be remembered that the development of a country is not only the responsibility of the government and industry, but every human being plays a role in achieving social welfare and managing the quality of life of employees, industry and business play a role in stimulating health. economic growth by paying attention to environmental factors. Now the wrestling world is no longer only concerned with the company's financial data (*Single bottom line*), but integrates financial, social and environmental aspects of common concern (*triple bottom line*) The synergy of these three elements is the main key to the concept of Sustainable Development.

For the fourth question, the researcher asked whether PT. EWF Semarang has implemented CSR for *stakeholders* (employees). The results of the answers to these questions can be seen in the following table:

Table 4. Respondent's Answer to the Question According to you, is PT. EWF has implemented CSR for Stakeholders (employees)

NO	Respondent's Answer	Sum	Percentage
1.	Yes	28	100%
2.	Not	-	-
Sum		28	100%

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire on the question: Do you think EWF has implemented CSR for Stakeholders (employees)? It is known that as many as 100% of the sample answered PT. RFB has implemented CSR for employees. So, based on the results of the answer, the author can conclude that PT. EWF Semarang has implemented CSR for stakeholders (employees).

CSR implementation can be implemented from Priority Based on the Availability of Resources Owned by the Company Although there is no single standard or best practice in CSR application, the general framework of CSR implementation can still be interpreted, based on experience and knowledge in various fields such as administration and environment.

Furthermore, for the fifth question, the researcher asked about CSR that has been organized by PT. EWF is beneficial to employees or not. The results of the answers to these

questions can be seen in the following table:

Table 5. Respondents' Answers to the Question of Whether CSR organized by PT. Is EWF beneficial to you?

NO	Respondent's Answer	Sum	Percentage
1.	Yes	23	82%
2.	Not	5	18%
Sum		28	100%

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire on the question: **Is CSR organized by PT. Is EWF beneficial to you?** It is known that as many as 82% (23 people) answered CSR provided by PT. EWF Semarang was useful and as many as 18% (5 people) answered No/not useful. So, based on the results of these answers, the author can conclude that the CSR program provided by PT. EWF Semarang is useful even though there are some who answer that it is not useful because not all employees get the same CSR program. The CSR programs provided depend on the status of employees and the number of customers owned by employees.

Furthermore, for the sixth question, the researcher asked about what kind of CSR programs have been provided by PT. EWF to *stakeholders* (employees). The results of the answers to these questions can be seen in the following table:

Table 6. Respondents' Answers to Questions About What are the CSR Programs provided by PT. EWF to employees

It	Respondent's Answer
1	Many, such as bonuses, seminars, etc
2	Such as holiday allowances, prayer room and pantry facilities
3	Such as the provision of prayer room facilities, the provision of basic necessities, bonuses and Service
4	Employee training, health facilities, mushalla facilities, pantries, bonuses and so on
5	Such as basic food assistance, providing seminars/training to employees, Providing insurance to employees, employee cooperatives, home loans, etc.
6	Such as health insurance, providing mess for employees, and Provide training to employees
7	Holiday allowances, death benefits, bonuses, employee training, provision of mushalla facilities, pantry, health insurance home loans
8	Such as the provision of moshula facilities, cafeterias, health insurance and Provide training to employees
9	Bonuses, THR, health facilities, facilities such as pantries, prayer rooms, assistance in the form of basic necessities, employee education/training
10	Training to improve employee performance, bonuses, THR, basic necessities, health insurance, facilities such as mushalla, pantry etc.
11	Such as trading seminars/training for employees, prayer room facilities, Cafeteria, Health Showcase
12	Mushalla, pantry, health, bonuses, etc.
13	Basic food assistance, health insurance, home loans
14	Health facilities such as bpjs employment, bonuses, mushalla, pantry etc
15	Provision of holiday allowances, health insurance, prayer room facilities

16	Mushalla and pantry employee training and bonuses
17	Health insurance, pantry, home loans
18	employee training, provision of assistance in the form of basic necessities, provision of facilities in the form of: mess, pantry and mushalla, bonuses etc.
19	Provision of prayer room facilities, health insurance, basic food assistance
20	Provision of mess, pantry, mushalla facilities and training for employees
21	Such as basic food assistance, health insurance, prayer rooms
22	Pantry and prayer room
23	providing training and so on
24	Basic food assistance, and holiday allowances
25	Giving bonuses, basic food assistance, health facilities such as insurance, providing facilities in the form of messes, pantries and mushallas
26	Such as providing messes for employees, health insurance, Mosque
27	Mushalla, Pantry, Mess, Training/Seminar
28	Such as holiday allowances, prayer room facilities, pantries, and insurance health

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire about the question: **What are the CSR Programs provided by PT. EWF to employees?** It can be concluded that the CSR programs provided are in the form of economic programs (THR, bonuses of various kinds, death compensation, health compensation), which provide equipment (prayer rooms, pantries, education, canteens, seminars, work cooperatives) and services (both health centers, insurance, legal aid and even mortgages).

This social security must be planned as best as possible to help support business and workforce goals. This event must be informed openly and clearly, if the socialization is appropriate and in accordance with the needs of employees The implementation of CSR carried out by PT EWF Semarang is highly dependent on the mission, culture, environment and risk profile, as well as business operating conditions. In the seventh question, the researcher asked about the CSR program that has been organized by PT. EWF Semarang to *stakeholders* (employees) has been done well. The results of the answers to these questions can be seen in the following table:

Table 7. Respondent's Answer to the Question According to you, is PT. Is EWF Semarang good?

NO	Respondent's Answer	Sum	Percentage
1.	Yes	10	36%
2.	Not	18	64%
Sum		28	100%

Source: primary data processed in 2022

Based on the table above, of the 28 samples that have answered the questionnaire about the question: **Do you think the CSR program of PT. Is EWF Semarang good?** It is known that as many as 64% (18 people) of employees at PT. EWF replied that the CSR program that has been provided has been good and as many as 36% (10 people) of employees at PT. EWF replied that the CSR program that has been provided has not been good. From these results, the researcher can draw the conclusion that the CSR provided by PT. EWF is not optimal, so it is necessary to make improvements in implementing these CSR programs.

In carrying out CSR activities, there are no ownership standards or practices that are considered the best. Each company has different characteristics and unique situations that affect

its perspective on CSR. The use of CSR and several things that have been done in terms of implementing the CSR approach. The activities carried out always prioritize important issues experienced by employees in improving their welfare, such as the fields of trust, economy, education and health. Many of these activities can be carried out when the company already has a clear and directed vision, mission, policy tactics, and events in its implementation. Furthermore, the last question, the researcher also asked employees to provide input on ideas/suggestions related to the CSR program that has been provided by PT. EWF Semarang to *stakeholders* (employees), which aims to find out the CSR programs that employees want for the realization of a comfortable work environment. Where the results can be seen in the following table.

Table 8. Respondent's Answer to the Question What are your ideas/suggestions regarding the CSR program provided by the company to employees in the future:

It	Respondent's Answer
1	I hope that CSR can continue to be carried out so that the company's relationship with Employees are always harmonious
2	Hopefully this CSR will continue to run and be better in the future
3	I hope that CSR can be improved again
4	Hopefully the csr will continue to run as it should
5	I hope that in the future the CSR program will be multiplied again
6	In the future, I hope the CSR program will be multiplied
7	I hope that more and more other CSR programs given to employees
8	Hopefully in the future CSR will be carried out more often
9	I hope that CSR for employees will continue to run as Should
10	Hopefully CSR will continue to be implemented
11	In the future, PT EWF's csr will be further improved so that employees comfortable working there
12	I hope the CSR is done better and in accordance with expectations employee
13	I hope that in the future CSR programs to employees at multiply more
14	I hope PT EWF does even better csr
15	In the future, I hope that this CSR will continue to be carried out and improved again
16	I hope that the CSR provided can be further improved
17	The cs program provided is not much, I hope to In the future, the program will be more multiplied
18	Provision of other CSR programs
19	Hopefully CSR will continue to be carried out, and PT EWF can prosper Employees
20	The CSR program provided should be in the form of more useful again
21	Hopefully pt EWF can prosper its employees with the CSR provided
22	For csr to be improved even more

23	Give a "program" that is more prosperous for employees so that their work more vibrant
24	The CSR program is still few
25	CSR will continue to be carried out as it should if it needs to be improved so that we are more excited to find customers
26	In the future, this CSR program will continue to be carried out so that PT EWF employees can become more prosperous
27	Hopefully in the future it can provide more useful CSR
28	I am with this CSR employees become more prosperous

Source: primary data processed in 2022

Based on the table above, from 28 samples that have answered the questionnaire on the question: **What are your ideas/suggestions regarding the CSR program provided by the company to employees in the future?** It can be concluded that the CSR provided is still carried out as it should be and improved for the sake of the company's sustainability. Furthermore, the researcher also conducted an interview session with *the Branch Manager* of PT. EWF Semarang, namely Mr. Liwan Thio related to the CSR Implementation of PT. EWF to Stakeholders (Employees) in Semarang City. The results of the interview with the Branch Manager of PT EWF Semarang are as follows:

PT. EWF Semarang has been established from 2014 until now (8 years) where since the beginning of the establishment of PT. The Semarang City branch of EWF has been led by Mr. Ismet Faradis until now. PT. EWF is the largest brokerage firm with the top position of the 10 most active futures brokerage companies from PT Kliring Berjangka Indonesia. Officially registered with the Commodity Futures Trading Supervisory Agency (BAPPEBTI).

As one of the large futures brokerage companies, PT. EWF Semarang implements CSR, according to Mr. Ismet Faradis PT. EWF has implemented CSR, while CSR programs that have been given to stakeholders (employees) are quite numerous, such as economic schedules (THR, incentives, death benefits, health benefits, mortgages), provision of facilities (prayer rooms, pantries, messes, education/seminars, employee cooperatives) and services (polyclinics, insurance, legal aid and even housing loans).

The objectives of PT EWF Semarang are to provide CSR programs to stakeholders (employees):

- a. To increase employee productivity, creativity, and skills
- b. To create a comfortable working environment for employees
- c. To create a good relationship between employees and the company

With the CSR program that has been provided by PT. EWF, the response of employees is quite good and very enthusiastic in receiving several CSR programs, so that employee performance/productivity increases and provides good feedback for the company.

The CSR agenda carried out by PT EWF Semarang has also begun to vary, adjusting to the needs of local employees based on a needs assessment. Based on the results of this study, it can be explained again that the CSR program of PT. EWF Semarang will definitely expand the company's role in employee social groups. This is important because as a business entity, the existence of a company cannot stand alone without the support and support of employees.

From an economic point of view, the business philosophy of maximizing profits will not be achieved if no one is willing to invest in the business. In this case, the role of employees in finding customers to invest in the business is crucial in supporting business continuity. On

the other hand, it can also be explained that the existence of a company in a work environment will make a person feel comfortable and calm during activities.

CONCLUSION

Based on the description above, it can be concluded that, first, CSR that has been carried out by PT. EWF Semarang has been well implemented. CSR distributed by PT. EWF Semarang is in the form of assistance, incentives and facilities according to the needs of employees. Second, the CSR of PT. EWF Semarang is able to provide great benefits to employees. With the existence of CSR programs, it can improve a good image for the company. So that employee performance/productivity increases and provides good feedback for the company.

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