

The Influence of Independence, Professionalism and Work Motivation on Auditor Performance at the Makassar City Inspectorate

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Article Info

Received Jan 14, 2024

Revised Jan 25, 2024

Published Feb 10, 2024

Keywords :

*Independence,
Professionalism, Work
Motivation, Auditor
Performance*

Abstract

This research aims to analyze and determine the effect of independence on auditor performance; to analyze and determine the effect of professionalism on auditor performance; to analyze and determine the effect of work motivation on auditor performance. The research approach used in this research is a quantitative descriptive approach. The population in this study were all Makassar City Inspectorate APIPs who took part in the inspection task, namely 47 auditors. The sampling method used in this research is the saturated sampling method, which is a sample collection technique when all members of the population are used as samples. The data analysis used in this research is multiple linear regression analysis. Independence, Professionalism and Work Motivation in this research were found to have a positive and significant effect on Auditor Performance.

INTRODUCTION

The public's demand for clean government administration in Indonesia that is free from corruption, collusion and nepotism is increasing, requiring the implementation of supervisory functions and a good internal control system over the implementation of government and management of state finances to ensure that the implementation of activities is in accordance with the policies and plans that have been prepared. determined and to ensure that objectives are achieved economically, efficiently and effectively.

Supervision of the implementation of Regional Government is mandated

in Law Number 32 of 2004 concerning Regional Government which includes supervision of the implementation of government affairs in the region as well as supervision of regional regulations and regional head regulations. Attachment to the Regulation of the Minister of State for Administrative Reform Number PER/05/M.PAN/03/2008 states that internal government supervision is an important management function in government administration. Through internal supervision, it can be seen whether a government agency has carried out activities in accordance with its duties and functions effectively and efficiently, as well as in accordance with plans, established policies and regulations.

One of the units that carries out inspections of regional governments is the Regional Supervisory Agency (Bawasda) or Provincial/Regency/City Inspectorate or abbreviated as Inspectorate.(Rinaldy, 2022). The regional inspectorate has the task of carrying out general supervision activities of the regional government and other tasks assigned by the regional head, so that the Inspectorate's duties are the same as internal audits. Internal audit is an audit carried out by an audit unit which is part of the organization being supervised(Tuanakotta, 2015).

The roles and functions of Provincial, Regency/City Inspectorates are generally regulated in Article 4 of Minister of Home Affairs Regulation No. 64 of 2007, it is stated that in carrying out the task of supervising government affairs, the Provincial, Regency/City Inspectorate has the functions of planning supervisory programs, formulating policies and facilitating supervision, audits, investigations, testing and evaluating supervisory tasks. Internal supervision carried out by the Regency Inspectorate emphasizes providing assistance to Regional Work Units (SKPD) in managing risks that can hinder the achievement of missions and objectives, as well as providing alternatives to increase efficiency and effectiveness as well as preventing potential failures in the management system and control system. local government(Zamzami & Pramesti, 2018).

An internal auditor is required to have the ability and expertise related to activities to assess the existence of an adequate internal control structure, assess the effectiveness of the internal control structure, and also assess the quality of work within the agency. However, recently the performance of internal auditors at regional inspectorates has tended to decline.

The fact is that in January 2021 there was misuse of the South Sulawesi Provincial Government's COVID-19 Social Assistance budget amounting to IDR

1.1 billion. The Acting Head of the Inspectorate for South Sulawesi Province stated that they had an obligation to return it. This caused the Governor of South Sulawesi to order the South Sulawesi Provincial Inspectorate to work in a focused and firm manner so that government activities can run smoothly and without noise (Mirsan, 2021). Then in July 2021, there were also 16 findings by the Financial Audit Agency (BPK) that the Makassar City Regional Inspectorate failed to resolve.

One of the most crucial findings was that CCTV network rental payments at the Makassar City Communications and Information Service were considered unreasonable. After this discovery, the Makassar City Regional Inspectorate was given 60 days to follow up, but until the inspection deadline had passed there was still no clarity. The Makassar City Regional Inspectorate was then assessed as carrying out weak supervision in resolving state losses. This proves that the performance of regional inspectorates is still lacking and weak and is even said to be not optimal in overcoming irregularities in regional government. This weak performance will affect the continuity of regional government implementation. In this case, good internal auditor performance is needed to carry out effective inspection, supervision and internal control functions so that we can achieve the mutually desired goals.

Performance is the result of the work of a person or group of people in an organization in accordance with the responsibilities and authority that have been given. The success of an organization in carrying out its audit mission is very dependent on the performance of its auditors, including the performance of government auditors at BPK RI (Fembriani & Budiarta, 2016).

One way the auditor's performance in auditing and supervision is influenced by independence meaning It is careful from the influence of various parties, is not controlled by other parties, and is not dependent on other parties. Independent auditors must not be controlled or influenced by clients even though they are paid by the client (Yustari et al., 2021). Many studies relating to independence on auditor performance have been carried out, some of which have been carried out by (Isaac, 2018) and (Monique & Nasution, 2020) which proves that independence has a positive effect on auditor performance. However, this is different from the research conducted by (Timor & Hanum, 2023) who have found that independence has no effect on auditor performance.

Apart from independence, the professionalism of an auditor plays an important role in improving auditor performance. Professionalism means that auditors are obliged to carry out their duties with seriousness and accuracy. As a professional, auditors must avoid negligence and dishonesty.(Puspanugroho & Muqorobin, 2022). If an auditor does not have or has lost his professionalism as an auditor, it can be believed that the auditor will not be able to produce satisfactory and good performance results, so public trust in the auditor will be lost. Research on the relationship between professionalism and auditor performance has been carried out by (Anggreni & Rasmini, 2017) And (Monique & Nasution, 2020) which proves that professionalism influences auditor performance.

Another thing that influences auditor performance is work motivation. (Pulungan, 2020) stated that the motivation possessed by an auditor will encourage the individual auditor's desire to carry out certain activities to achieve a goal. Motivation makes human resources achieve satisfaction in their work. Pride in what has been achieved, giving rise to a feeling of satisfaction, can also be called motivation. The motivation that exists in a person will create goal-directed behavior in order to achieve the final target, namely job satisfaction (Evisastra et al., 2018). Motivation is an urge that arises in a person consciously or unconsciously to carry out an action with a specific goal or effort that can cause a person or certain group of people to be moved to do something because they want to achieve the desired goal or get satisfaction with their actions. (Themba & Amin, 2021). Research relating to work motivation on auditor performance has been conducted by (Soerono & Ismawati, 2020) And (Eva et al., 2021) who found that work motivation influences auditor performance.

Based on previous phenomena and research, the objectives of this research are:

1. To analyze and determine the effect of independence on auditor performance.
2. To analyze and determine the effect of professionalism on auditor performance.
3. To analyze and determine the effect of work motivation on auditor performance.

METHODS

The research approach used in this research is a quantitative descriptive approach. The population in this study were all Makassar City Inspectorate APIPs who took part in the inspection task, namely 47 auditors. The sampling method used in this research is the saturated sampling method, which is a sample collection technique when all members of the population are used as samples. The data analysis used in this research is multiple linear regression analysis.

In summary, the operationalization of research variables and their measurement in the plan for preparing this research is as follows:

Table 1. Operationalization of Research Variables

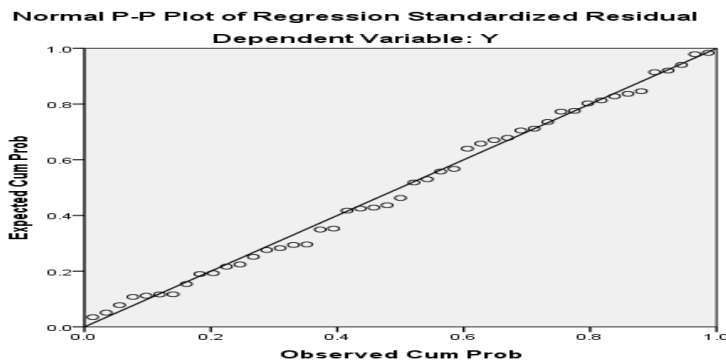
No	Variable	Definition	Indicator	Scale
1	Auditor Performance (Y)	Auditor performance is the result of the implementation and responsibility of work carried out by an auditor based on ability, responsibility and objectivity in carrying out their duties.	<ul style="list-style-type: none"> - Quality of work results - Quantity of work output - Working time efficiency 	Ordinal
2	Independence (X1)	Independence is the ability to act based on integrity and objectivity.	<ul style="list-style-type: none"> - Independence in examination - Independence in reality - Independence in belief 	Ordinal
3	Professionalism (X2)	Professionalism is the attitude and behavior of auditors in carrying out their profession with seriousness and responsibility in order to achieve task performance as regulated by professional organizations.	<ul style="list-style-type: none"> - Devotion to the profession - Social obligations - Independence in profession - Professional beliefs - Relationships with fellow 	Ordinal

professionals

4	Auditor Work Motivation (X3)	Work motivation is the force that drives an auditor which gives rise to and drives behavior.	<ul style="list-style-type: none"> - Aspiration Level - Toughness - Tenacity - Consistency 	Ordinal
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RESULTS AND DISCUSSION

The results of the normality test can be seen in Figure 1 below:



Picture 1. Normality Test
Source: SPSS output, 2023

From the multicollinearity test, all independent variables in this study can be tolerated and their presence does not interfere with the model.

Table 2. Multicollinearity Test Results

Model	Collinearity Statistics		Awesomeness
	Tolerance	VIF	
(Constant)			
1			
Independence	,913	1,095	Multicollinearity does not occur
Professionalism	,952	1,051	Multicollinearity does not occur
Work motivation	,993	1,038	Multicollinearity does not occur

Source: SPSS output, 2023

The scatterplot graph shows that the data is distributed on the Y axis and does not form a simple data distribution pattern, which means it is not possible to use heteroscedasticity in the regression model in Figure 2 below:

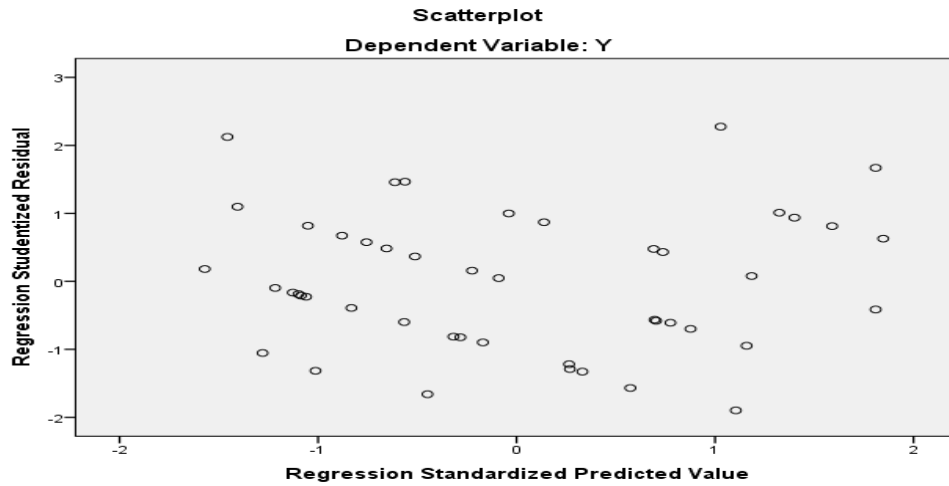


Figure 2. Heteroscedasticity test
Source: SPSS output, 2023

Table 3. Coefficient of Determination

R Square	Adjusted R Square	Information
.475a	,415	The influence of the variables independence, professionalism and work motivation on auditor performance is 41.5%

Source: SPSS output, 2023

The coefficient of multiple determination explains that Auditor performance is 41.5% influenced by independence, professionalism and work motivation. The remaining 58.5% is outside the research model.

Table 4. Partial Test

Variable	B	t count	Sig.
Contant	2,167	2,687	.012
Independence	,368	3,156	,004
Professionalism	.311	2,581	.013
Work motivation	,388	3,264	,002

Source : SPSS output, 2023

The results of the multiple linear regression test in table 4 form the following equation:

$$Y = 2.167 + 0.368 X1 + 0.311 X2 + 0.388 X3 + e$$

These results can be explained as follows:

1. The coefficient of the independence variable is 0.368 in a positive direction, which means that if there is an increase in independence, the auditor's performance will increase by 0.368.
2. The coefficient of the professionalism variable is 0.311 in a positive direction, which means that if there is an increase in professionalism, the auditor's performance will increase by 0.311.
3. The coefficient of the work motivation variable is 0.388 in a positive direction, which means that if there is an increase in work motivation, the auditor's performance will increase by 0.388.

Discussion

1. Effect of Independence (X1) on the performance of APIP Inspectorate auditors (Y)

Based on data analysis from the results of testing the first hypothesis, the results of multiple regression in this study show that independence has a positive and significant effect on auditor performance. It can be seen from the positive regression coefficient value of 0.336 and is supported by the *T* value. of 3.156 is greater than the *T* tab value. namely 1.691 and strengthened by a significant value of 0.004, which is smaller than 0.05. This means that the higher the independence of an auditor, the higher the auditor's performance in auditing financial reports and vice versa. This result is supported by the results of descriptive analysis which shows that the majority of respondents gave an affirmative answer regarding independence which is measured by indicators: independence in inspection, independence in reality and independence in belief can improve the performance of the Makassar City Inspectorate APIP.

Independence is the auditor's ability to act based on integrity and objectivity. This supports De Angelo's opinion that the probability that an auditor will report a misstatement depends on the auditor's independence and (Tuanakotta, 2013) who stated that auditor independence is an important factor in producing quality audits, because if the auditor loses his independence then the resulting audit report will not be in accordance with existing reality so it cannot be used as a basis for decision making.

The results of this study are in line with the research results (Isaac, 2018) and (Monique & Nasution, 2020) which proves that independence has a positive effect on auditor performance. An auditor's independence is very necessary in carrying out his duties as well as having sufficient knowledge and experience to reduce material misstatements resulting from errors in the report audit process. However, this is different from the research conducted by (Timor & Hanum, 2023) who have found that independence has no effect on auditor performance.

2. The Influence of Professionalism (X2) on performance of APIP Inspectorate (Y) auditors.

Based on data analysis from the results of testing the second hypothesis, the results of multiple regression in this study show that professionalism has a positive and significant effect on auditor performance. It can be seen from the positive regression coefficient value of 0.311 and is supported by the *T* value. amounting to 2.581 is greater than the *T*_{tab} value. namely 1.691 and strengthened by a significant value of 0.013, which is smaller than 0.05. This means that the higher the professionalism of an auditor, the higher the auditor's performance. An attitude of professionalism will cause auditors to be trustworthy and reliable in carrying out their work, so that they can produce work results as expected.

This result is supported by the results of descriptive analysis which shows that the majority of respondents gave an affirmative answer regarding professionalism which is measured by indicators: dedication to the profession, social obligations, independence in the profession, professional beliefs, and relationships with fellow professionals can improve the performance of Makassar City Inspectorate APIP auditors.

(Arens et al., 2016) states that it is a professional's responsibility to act more than just fulfilling one's own responsibilities and the provisions of laws and regulations of society. The results of this study are in line with the research results (Anggreni & Rasmini, 2017) and (Monique & Nasution, 2020) which proves that professionalism influences auditor performance. The higher the professionalism of the auditor, the greater the auditor's performance.

3. Influence of Work Motivation (X3) on the performance of APIP Inspectorate auditors (Y).

Based on data analysis from the results of testing the third hypothesis, the results of multiple regression in this study show that work motivation has a positive and significant effect on auditor performance. It can be seen from the positive regression coefficient value of 0.388 and is supported by the *T* hit value. of 3.264 is greater than the *T* tab value. namely 1.691 and strengthened by a significant value of 0.002, which is smaller than 0.05. This means that the higher an auditor's work motivation, the higher the auditor's performance. Auditors who have motivation in carrying out their duties are able to provide good results in carrying out their duties because motivation can provide enthusiasm which will influence the auditor's performance. This result is supported by the results of descriptive analysis which shows that the majority of respondents gave an affirmative answer regarding work motivation which is measured by indicators: level of aspiration, toughness, tenacity and consistency can improve the performance of APIP Inspectorate Makassar City auditors.

Motivation is the strength that an auditor has to excel, be committed to the group and have high initiative and optimism. The better the level of motivation, the better the quality of the audit carried out (Syafik, 2019). As said, (Syah et al., 2021) Only motivation will make an auditor have a high fighting spirit to achieve goals and meet existing standards.

The results of this study support the research results (Gultom, 2018), (Soerono & Ismawati, 2020) And (Eva et al., 2021) who found that work motivation influences auditor performance. If motivation increases, the auditor's performance will also be better, and vice versa.

CONCLUSION

Independence in this research was found to have a positive and significant effect on auditor performance. An auditor's independence is very necessary in carrying out his duties as well as having sufficient knowledge and experience to reduce material misstatements resulting from errors in the report audit process; Professionalism in this research was found to have a positive and

significant effect on Auditor Performance, The higher the professionalism of the auditor, the greater the auditor's performance; and Work Motivation in this research was found to have a positive and significant effect on Auditor Performance. The better the level of work motivation, the better the auditor's performance.

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