

Factors Influencing Students' Interest In Accounting Career In Sharia Bank

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Abstract

The purpose of this research is to determine the factors that influence accounting students' interest in pursuing a career at a sharia bank (case study of undergraduate accounting students at universities in Jember) and the variables used in this research are work environment, financial rewards, religiosity and accounting knowledge on career interest. at a sharia bank. The population in this study was from several campuses in Jember, namely Muhammadiyah University Jember, Jember University, Kiai Haji Achmad Siddiq State Islamic University Jember and Mandala Institute of Science and Technology Jember. The technique used in this research is Non Probability Sampling with the Purposive Sampling method. The data collection technique used in the research was a questionnaire and was distributed to students who were used as the population and the sample used was 135 students. The results of the research explain that the variables Work Environment and Religiosity have a significant effect on students' interest in working in sharia banks and the variables Financial Reward and Accounting Knowledge do not have a significant effect on career interest in sharia banks. Meanwhile, all variables together have a significant effect on interest in a career in sharia banking.

INTRODUCTION

The very rapid development of the business world has a big influence on the number of diverse jobs in each workforce. That influence there has also been progress in sharia business in Indonesia, so that with progress this is of course accompanied by ready equipment or infrastructure, but this is not the case what is equally important is including workers who have expertise in their field, namely who specializes in sharia

business (Vitria & Abdurrahim, 2022).

This can provide career opportunities for accounting students after graduating later. Students are of course equipped with banking accounting knowledge. On the side on the other hand, of course Islamic financial institutions also want more human resources master good knowledge and skills about the sharia financial industry. However, not all students who graduate from accounting economics will later have a career in sharia banking. (Ariska, 2020).

The Financial Services Authority (OJK) records the total assets owned by sharia commercial banks (BUS) and sharia business units (UUS) reached IDR 801.68 trillion in June 2023. Total this increased 2.04% compared to the previous month which amounted to IDR 785.65 trillion (OJK, 2023). When compared with the same period the previous year, total BUS and UUS assets as of June 2023 increased by 13.95%. Previously, the total assets of BUS and UUS were IDR 703.55 trillion in June 2022. In detail, the total assets owned by BUS are IDR 541.07 trillion in the sixth month of this year. Meanwhile, the total assets owned by UUS are as much as IDR 260.61 trillion. Meanwhile, the total number of BUS and UUS offices in Indonesia is recorded at 2,386 units in June 2023. This number is an increase of six units compared to the previous month which is 2,445 units. Meanwhile, the number of automated teller machines (ATMs) owned there will be 4,609 BUS and UUS units in the country in June 2023. This number only experienced an increase of two units from the previous month which was 4,067 ATMs. Furthermore, energy the workforce in BUS and UUS will be 56,298 people in June 2023. One of the factors the support to keep the development of sharia banking growing is the source human resources, both in terms of quality and quantity (Halimah, 2016).

A prospective accountant must have an adequate understanding of sources values of sharia business, namely Islamic values, sharia transaction paradigm, transaction principles sharia and sharia accounting standards. This is needed in order to be able to provide professional judgment, especially in facing conditions of uncertainty (Permana & Puspita, 2016). Becoming an accountant who adheres to Islamic sharia is a life choice. Sharia business has developed into an alternative for aspiring accountants a work area that has its own uniqueness. However, the choice is very influenced by the perceptions and interpretations that arise in the minds of prospective accountants. Humans always regulate their behavior (including their choices) in life in accordance with the understanding he has (An-Nabhani: 17) in (Karyoto, 2013).

Factors influencing student career choices and types of careers what they will do is an interesting thing to research, because the choices they make are known careers that students are interested in, then it can be seen why someone chooses a this career. The importance of this research is that it is aimed at the world of accounting education can plan a curriculum that suits the demands of the world of work, so that if students have completed their education or graduated, it is hoped that it will be easy adapt their abilities to the demands of the job. Interests and plans a clear career will be very useful in the course material preparation program so that you can delivered effectively to students who need it (Suyono, 2014).

The work environment is related to the conditions and atmosphere found in a place the workplace is one of the factors that influences interest in career choice which has an impact on employee performance. The results of research conducted by Triana et al (2018) that job intrinsics, salary, work environment, professional training, professional recognition, social values and labor market considerations influence interest accounting students in choosing a career in sharia financial institutions. In research conducted by Candraning & Muhammad (2017) regarding analysis of factors influences students' interest in working in sharia financial institutions, shows that the work environment has a significant effect on students' interest in working at the institution Islamic finance. However, Challen et al., (2023) stated in their research that the work environment has no effect on students' interest in pursuing a career in finance sharia.

Apart from the work environment, financial rewards greatly influence interest student career. Financial awards are a form of compensation in the form of money and allowances given to employees for the performance they have given in their work. Vitria & Abdurrahim (2022) stated that financial rewards have an influence significant impact on students' interest in working at sharia financial institutions, while research conducted by Candraning & Muhammad (2017) was awarded finances do not have a significant effect on students' interest in choosing a career finance in sharia banking. This is in accordance with research by Suyono (2014) found that financial rewards had no significant effect on voting career as a public accountant.

The research above shows that there are several factors that influence interest students in taking a career in sharia financial institutions, namely professional training, intrinsic value of work, work environment, professional recognition, social values, labor

market considerations, financial rewards, and spirituality. Apart from the variables accordingly, there are other factors that are important to research, namely "the variables of religiosity and sharia accounting knowledge" (Wasilah, 2015). The religiosity variable is important to research because religiosity has a big influence on the aspects of human life. With thus, all actions and activities must be aimed solely at seeking pleasure Allah SWT. Not only in the form of worship but also in all world affairs focusing our lives calmer and better. Apart from that, the knowledge variable Sharia accounting can be focused on deepening sharia accounting courses. Variable this is important to learn because sharia accounting courses will support students to working in a sharia financial institution. There are two reasons why sharia accounting courses necessary, namely as a demand for the application of sharia to needs due to development sharia transactions are so fast. Sharia accounting is really needed in life as supporting activities that must be carried out according to sharia, because it is not may apply sharia-compliant accounting if transactions are to be recorded by the accounting process is not in accordance with sharia itself (Wasilah, 2015).

From the background description above, researchers are interested in conducting research regarding "Factors that Influence Accounting Students' Interest in a Career In Sharia Banks (Case Study of Undergraduate Accounting Students in Higher Education Jember)". The difference between this research and previous research lies in the variables and object of previous research conducted by Candraning & Muhammad (2017) using one of them financial rewards and work environment with objects research at the Islamic University of Indonesia. According to Triana et al (2015) who use professional training and professional recognition variables. Meanwhile in this research there are additional variables, namely religiosity and knowledge of sharia accounting with objects research at all universities in Jember with a bachelor's degree in Accounting.

METHODS

In this research, researchers will explain several factors that influence accounting students' interest in pursuing a career in Islamic banking. Researchers will conduct their research on accounting students from the 2021 class of universities in Jember, namely Muhammadiyah University Jember, Jember University, Jember Mandala Institute of Technology and Science, and Kiai Haji Achmad Siddiq State

Islamic University Jember. The reason for conducting this research on this object is because students from this class are almost graduating and will think about where they will have a career after graduating. Based on the source, the type of data used in this research is data primary. According to Mustafa et al (2020: 28) primary data is data that is collected by the researcher directly from the first source. Apart from that, primary data is also mentioned as original data or new data that is up to date in obtaining data primary, researchers collect data directly using several collection techniques data. Primary data in this research is data obtained directly from the results observations and results of distributing questionnaires that have been filled in by the main source.

The data collection technique used is that data is collected through a questionnaire method, namely by distributing a list of questions (questionnaires) using a Google form link which will be filled in and answered by respondents in undergraduate Accounting study program students at universities throughout Jember. According to Kina (2019: 58), a questionnaire is a number of written questions addressed to respondents to obtain information. A questionnaire is said to be valid or valid if the questions on the questionnaireable to express something that will be measured by the questionnaire (Candraning & Muhammad, 2017).

According to Kurniawan & Puspitaningtyas (2016: 66), population is the totality of the units studied. The population in this study was 587 students. Meanwhile, according to Sugiyono (2013: 81), the sample is part of the number and characteristics of a population. Sampling in this study used the Random Sampling technique, namely taking sample members from the population randomly.

This research is a type of quantitative research. The information obtained will be processed and interpreted to measure how big the influence is between one variable with other variables through statistical testing tools to obtain accurate results. Tool the statistical aids used in this research are the SPSS test in the form of data quality testing, classical assumption testing, and hypothesis testing.

RESULTS AND DISCUSSION

Results Test Data Quality

1. Data Validity Test

Table 1. Data Validity Test Results

Variabel	R Hitung	R Tabel	Kriteria
X1.1	0.677	0.169	Valid
X1.2	0.706	0.169	Valid
X1.3	0.671	0.169	Valid
X1.4	0.555	0.169	Valid
X1.5	0.458	0.169	Valid
X1.6	0.562	0.169	Valid
X1.7	0.752	0.169	Valid
X2.1	0.738	0.169	Valid
X2.2	0.762	0.169	Valid
X2.3	0.782	0.169	Valid
X2.4	0.735	0.169	Valid
X2.5	0.725	0.169	Valid
X3.1	0.779	0.169	Valid
X3.2	0.808	0.169	Valid
X3.3	0.743	0.169	Valid
X3.4	0.780	0.169	Valid
X3.5	0.824	0.169	Valid
X4.1	0.756	0.169	Valid
X4.2	0.720	0.169	Valid
X4.3	0.736	0.169	Valid
X4.4	0.741	0.169	Valid
X4.5	0.824	0.169	Valid
Y1.1	0.701	0.169	Valid
Y1.2	0.606	0.169	Valid
Y1.3	0.767	0.169	Valid
Y1.4	0.736	0.169	Valid

Data Source processed by SPSS (2024)

Based on table 1.1, each variable has valid criteria for all question items because the calculated r is greater than the r table, which in this study obtained an r table of 0.169 with a significance level of 5% or 0.05.

2. Reliability Test

Table 2. Reliability Test Results

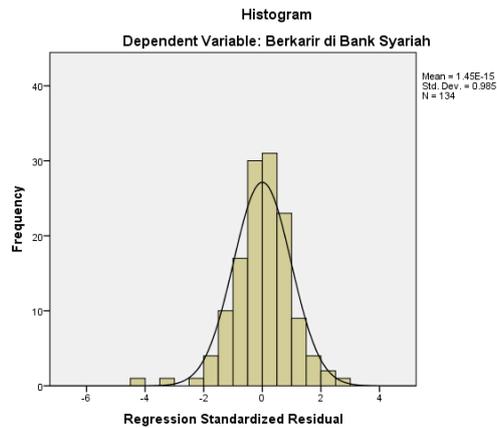
Variabel	Cronbach Alpha	Critical Value	Keterangan
Lingkungan Kerja	0.626	0.6	Realibel
Penghargaan Finansial	0.805	0.6	Realibel
Nilai Religius	0.845	0.6	Realibel
Pengetahuan Akunatansi Syariah	0.811	0.6	Realibel
Berkarir di Bank Syariah	0.661	0.6	Realibel

Data Source processed by SPSS (2024)

Based on table 1.2, each variable has a reliable value because of its own value questions have a Cronbach alpha value greater than the critical value. A variable it can be said to be reliable if the Cronbach alpha value is > 0.6 .

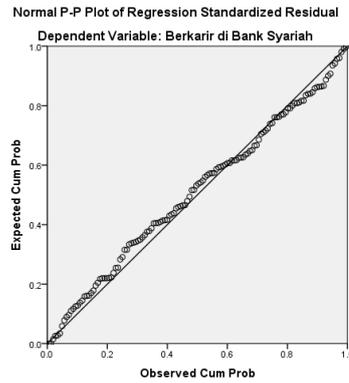
Classic Assumption Test Results

1. Normality test



Data Source processed by SPSS (2024)

Figure 1. Histogram Graph Normality Test Results



Data Source processed by SPSS (2024)

Figure 2. P-Plot Normality Test Results

Based on figure 1.1 the histogram graph and figure 1.2 P-Plot above shows that the data is normally distributed. Research can be said to have a normal distribution if the graphic image tapers upwards to form a bell and the points on the P-Plot graph spread along a diagonal line. This research shows that the results of the histogram graph and P-Plot test meet the normality assumption.

Table 3. Kolmogorov Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		134
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.25708629
Most Extreme Differences	Absolute	.062
	Positive	.055
	Negative	-.062
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Data Source processed by SPSS (2024)

Based on table 1.3, the Kolmogorov Smirnov test results show a significance value of 0.200, which is greater than 0.05. This research shows that the residual values are normally distributed.

2. Multicollinearity Test

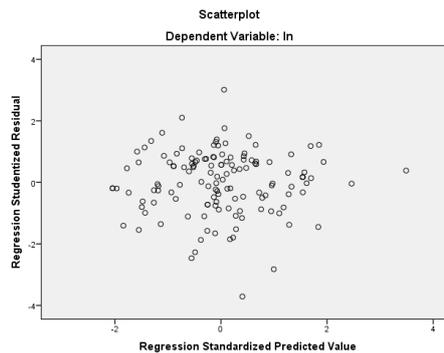
Table 4. Multicollinearity Test Results

Variabel	Tolerance	VIF	Keterangan
X1	0.562	1.778	Tidak Ada Multikolinieritas
X2	0.573	1.745	Tidak Ada Multikolinieritas
X3	0.362	2.761	Tidak Ada Multikolinieritas
X4	0.528	1.895	Tidak Ada Multikolinieritas

Data Source processed by SPSS (2024)

A regression model is said to be free from multicollinearity if the tolerance value is > 0.1 and $VIF < 10$. The results of the tests that have been carried out show that each independent variable has a tolerance value > 0.1 and a variance inflation factor < 10 , so this research does not have symptoms of multicollinearity between variables. and further analysis can be carried out.

3. Heteroscedasticity Test Results



Data Source processed (2024)

Figure 3. Heteroscedasticity Test Results

Based on Figure 1.3, the heteroscedasticity test results show that the points spread throughout without forming a pattern, so it can be concluded that this research does not have symptoms of heteroscedasticity.

Hypothesis Testing Results

1. T Test Results

**Table 5. T Test Results
Coefficients^a**

Model	Unstandardized Coefficients	Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error			Beta	Tolerance
1 (Constant)	3.030	.845		3.587	.000		
Lingkungan Kerja	.150	.030	.302	4.976	.000	.562	1.778
Penghargaan Finansial	.003	.048	.003	.053	.958	.573	1.745
Nilai Religius	.439	.054	.615	8.124	.000	.362	2.761
Pengetahuan Akuntansi Syariah	.013	.051	.016	.257	.798	.528	1.895

Data Source processed (2024)

Based on the results of the t test in table 1.5, the t table can be obtained with the formula $(\alpha/2; n-k-1)$ which is 1.978, so the hypothesis testing for each independent variable is as follows:

Work Environment and Career Interest in Sharia Banking

The results of research conducted at 4 universities in Jember, namely at Muhammadiyah University of Jember, University of Jember, Kiai Haji State Islamic University Acmad Siddiq Jember and the Mandala Jember Institute of Technology and Science produced the test hypothesis which shows that the work environment has a significant effect on interest career in sharia banking. The significance value for the work environment variable is 0.000 shows that the significance value is smaller than 0.05, which means the hypothesis (H1) is valid accepted, because it is in accordance with the first hypothesis which states that the work environment has a significant effect on interest in a career in sharia banking.

The results of this research are supported by research conducted by Candraning & Muhammad (2017) and Mardiyani et al. (2022) which gives results that the

environment work has a very positive influence on students' interest in continuing their careers in sharia financial institutions. In contrast, research conducted by Challen et al. (2023) shows that the work environment does not have a significant effect on student interest accounting for a career in Islamic financial institutions. Good working pressure level and healthy work will create a comfortable work environment. This will attract interest students to continue their careers in sharia banking.

Financial Awards and Career Interest in Sharia Banking

Based on the hypothesis testing that has been carried out, it shows that the award finances do not have a significant effect on interest in a career in sharia banking. This matter because the test results have a significance value of 0.958, which means it is greater from 0.05. This value does not support the second hypothesis which states that financial rewards have a significant effect on interest in a career in sharia banking, so that it can produce a statement that H2 is rejected.

Several studies show that financial rewards provide positive influence on interest in a career in sharia finance. Candraning & Muhammad (2017) gave different results from the results of the hypothesis test that financial awards have a positive effect on students' interest in working at the institution islamic finance. Ahmad (2017) also stated that financial rewards have an influence positive towards students' interest in a career in sharia banking. This is a new phenomenon because compensation is fundamentally believed to be the first attraction which influences students to continue their careers. meaning it is getting higher The financial rewards obtained while working in banking do not necessarily increase islamic banking alumni's interest in pursuing a career in the banking sector, Nabila (2022).

Religious Values and Interest in a career in Sharia Banking

The results of the hypothesis tests that have been carried out show that religious values has a significant effect on interest in a career in sharia banking. This is because of the results the test has a significance value of 0.000, which means it is smaller than 0.05. Results this research is in accordance with the third hypothesis which states that religious values has a significant effect on interest in a career in sharia banking, so this hypothesis it can be said that H3 is acceptable.

Nurhalima et al. (2020) in their research shows that religiosity has a significant positive influence on students' interest in pursuing a career at the institution sharia

finance. This research is in line with the results of this research, which produces significant influence of religious values on Jember higher education students' interest in career in sharia banking. The results of other research conducted by Mardiyani et al. (2022) shows the same results, namely the value of religiosity has a positive effect on interest students for a career in sharia banking.

Knowledge of Sharia Accounting and Interest in a Career in Sharia Banks

The results of the hypothesis test that have been carried out show that accounting knowledge sharia does not have a significant effect on interest in a career in Islamic banking. This matter because the test results have a significance value of 0.798, which means it is greater from 0.05. The results of this research are not in accordance with the third hypothesis stated that knowledge of sharia accounting has a significant effect on interest in a career in banking sharia, so that the statement in the third hypothesis (H3) is rejected.

Challen et al. (2023) gives the same results that accounting knowledge Sharia does not have a significant effect on the interest of accounting students at the Faculty of Economics and Business at YARSI University to continue a career in Islamic financial institutions. However, this research is not in line with research conducted by Budiarsih & Estiningrum (2022), which states that sharia accounting knowledge has an influence significantly positive towards career interest in Islamic financial institutions.

2. Results of Multiple Linear Regression Analysis

Table 6. Results of Multiple Linear Regression Analysis

No	Variabel	Koefisien Regresi	Standart Error	Sig.
1	Konstanta	3.030	0.845	.000
2	Lingkungan Kerja	0.150	0.030	.000
3	Penghargaan Finansial	0.003	0.048	.958
4	Nilai Religius	0.439	0.054	.000
5	Pengetahuan Akuntansi Syariah	0.013	0.051	.798

Data Source processed (2024)

3. Test Results f

Table 7. Test Results f

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	574.220	4	143.555	88.110	.000 ^b
	Residual	210.175	129	1.629		
	Total	784.396	133			

Data Source processed (2024)

Based on research table 1.7 above, the f table value with the formula $(k; n-k)$ is 2.28. The calculated F from this research is 88,110, which means it is greater than the F table. Meanwhile, if we look at the significance value, we get a value of $0.000 < 0.05$. So from the f test it can be concluded that the work environment, financial rewards, religious values and knowledge of sharia accounting simultaneously influence interest in a career in sharia banking.

4. Coefficient of Determination Test Results

Table 1.8 Determinant Coefficient Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 ^a	.732	.724	1.276

Data Source processed (2024)

Based on table 1.8, the model coefficient of determination is 0.732. The value of the coefficient of determination is the contribution of a variable to the formation of the value of the dependent variable. From this value it can be concluded that the work environment, financial rewards, religious values and sharia accounting knowledge together have an influence of 73.2% on interest in a career in sharia banking. Meanwhile, the remaining 26.8% is explained by other factors not included in this study.

CONCLUSION

Based on the results of hypothesis testing and data analysis in the previous discussion using SPSS, it can be concluded that the first hypothesis in the research this states that the work environment has a significant positive effect on accounting students' interest in pursuing a career in Islamic banking. The results in this study show that the work environment has a significant effect on accounting students' interest in accounting career in sharia banking. The second hypothesis in this study states that financial rewards do not has a significant positive effect on accounting students' interest in pursuing a career in sharia banking. The results of this study are not in line with the hypothesis of this study shows that financial rewards do not have a significant effect on accounting students' interest in pursuing a career in Islamic banking.

The third hypothesis in this research states that religiosity has a significant positive effect on accounting students' interest in pursuing a career in Islamic banking. The results of this research are in line with the existing hypothesis, that the value of religiosity has a significant effect on accounting students' interest in pursuing a career in Islamic banking. The fourth hypothesis in this research states that sharia accounting knowledge does not have a significant positive effect on accounting students' interest in pursuing a career in sharia banks. However, the results of this research show that knowledge of sharia accounting does not have a significant effect on students' interest in pursuing a career in sharia banking. Work environment variables, financial rewards, religiosity values and Knowledge of sharia accounting simultaneously has a significant effect on accounting students' interest in pursuing a career in sharia banking.

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