

AUDITOR PERFORMANCE IS REVIEWED FROM INTEGRITY, INDEPENDENCE, PROFESSIONALISM AND COMPETENCE (Study at klaten district inspectorate office)

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Abstract

This study aims to determine the effect of integrity, independence, professionalism and competence on the performance of auditors at the Klaten Regency Inspectorate Office. This study uses a quantitative descriptive approach. The population in all employees who work at the Klaten Regency Inspectorate Office is 54 people. The number of samples taken as many as 54 people or respondents. The data analysis technique used is Partial Least Square (PLS) analysis. The results showed that the influence of integrity, independence, professionalism and competence had a positive and significant effect on the performance of auditors at the Klaten Regency Inspectorate Office. It is hoped that the Klaten Regency Inspectorate Office in the future will maintain and improve the existing integrity, independence, professionalism and competence, so that the auditor's performance will also increase and be better than before.

Keywords: Auditor Performance, Integrity, Independence, Professionalism, Competence

Introduction

The Inspectorate is one of the units that conducts monitoring in local government, which has the same duties as internal auditors. The Inspectorate plays an important role in

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the process of creating transparency and accountability of regional financial management. The position of regional inspectorate allows them to supervise the use of state or regional finances in detail to prevent illegality, corruption, and fraud. However, its implementation still faces significant obstacles, related to integrity, independence, professionalism and competence.

Government auditors are parties who play a very role in the supervision and examination of state finances, auditors must show professionalism in carrying out the tasks given. In its implementation, one of the purposes of financial supervision is to detect frauds that may occur in a government organization.

An auditor is a competent person in checking financial statements. The tasks require a high level of professionalism in order to achieve the maximum level of performance so that it can have an impact on the performance of the agency where the auditor is located. Auditors carrying out their duties often experience pressures either pressures from budgeted time in conducting audits or other pressures, can have an impact on the performance of the auditor.

Auditor performance is the action or implementation of examination tasks that have been completed by the auditor within a certain period of time. Performance can be measured through certain measurements according to standards, namely where the quality is related to the quality of work produced, while the quantity is the amount of work produced in a certain period of time, and timeliness which is the conformity of time that has been planned (Oktavia, 2018). The performance of the auditor becomes an overview of the level of achievement of program implementation or wisdom in realizing the goals, goals, vision, and mission of an organization. To find out the success or failure of an organization, all activities of the organization must be measurable in accordance with the benefits of the program (Dwiyanto & Rufaedah, 2020) . The performance of the auditor will be maximized if supported by good abilities and skills, the perception of role suitability and the existence of high motivation (Puspitasari et al. , 2017) .

The performance of the auditor is determined by the attitudes that exist in the auditor himself. Integrity is the ability to accept unintentional mistakes and also be able to accept dissent honestly, but integrity cannot accept cheating. An auditor must have a personality based on honesty, courage, wisdom, and responsibility to be the basis for decision making. If these elements can be fulfilled and implemented properly by the auditor will be able to cause

trust from the community (Oktavia, 2018). Integrity requires a member to be honest and forthright without having to sacrifice the secrets of the recipient, public service and trust should not be defeated by personal gain (Gita & Dwirandra, 2018).

The results of research conducted by Hendrawan & Budiarta (2018) showed that Intergritas had a positive and significant effect on the Performance of the Auditor of Denpasar City Inspectorate. Oktavia (2018) also showed that Integrity has a positive and critical effect on auditor performance in the Inspectorate of Central Java Province.

Independence makes an attitude that can affect an auditor's performance. Independence consists of honesty in the auditor in considering facts and the existence of objective considerations that are not impartial in the auditor in formulating and expressing his opinion (Ayuniari et al., 2017). Independence as a mental attitude that is free from the influence of others, not controlled by others, and not dependent on others. Independence makes an auditor be impartial to one of the parties when conducting the examination process, and honest in expressing and formulating his opinion (Hendrawan & Budiarta, 2018).

The results of research conducted by Ayuniari et al., (2017) stated that Independence has a positive and significant influence on the Performance of Regional Inspectorate Auditors at the Inspectorate of Bali Province, Klungkung Regency and Denpasar City. Gita & Dwirandra (2018) also stated that Independence has a positive and significant influence on the Audit Quality of the Inspectorate Office.

Professionalism consists of attitudes that greatly affect the performance of the auditor. Professionalism is the ability, expertise, and commitment of the profession in carrying out duties accompanied by the principles of prudence, accuracy, and accuracy, and guided by standards and provisions of laws and regulations. In each examination, the head of the internal audit must assign people who jointly have knowledge and abilities from various disciplines (Dwiyanto & Rufaedah, 2020). Professionalism is a concept to measure professionals looking at their profession which is reflected in their attitudes and behaviors. To measure the level of professionalism is not only needed an indicator that mentions that a person is said to be a professional (Wijaya, 2018).

The results of dwiyanto & rufaedah (2020) research stated that professionalism has a positive and significant effect on the performance of internal auditors in the Inspectorate of West Bandung Regency Government. Wijaya (2018) also stated that Professionalism has a

positive and significant effect on the Performance of Auditors at the Office of the Inspectorate of the Government ex-Karesidenan Surakarta.

Competence is certainly also an attitude that can affect the performance of auditors. The competence required in conducting an audit consists of knowledge and ability. Competencies are obtained through education and experience. The competencies possessed by the internal auditor will be supported by personal quality experience, knowledge, and good expertise will produce examinations that are in accordance with the criteria and equipped with complete evidence. The examination provides adequate confidence so that the output produced is reliable and the value of the auditor's work will increase so that if the internal auditor has good competence, the performance produced will be better (Puspitasari et al., 2017). Competence is a factor that must be owned by an auditor, where the auditor as an audit implementer must always have good competence. Competence indicates the achievement and maintenance of a level of understanding and knowledge that allows a member to provide services with ease and ingenuity (Dwiyanto & Rufaedah, 2020).

The results of soerono & Ismawati 's research (2020) stated that competence has a positive and significant effect on the performance of inspectorate auditors in Banten Province. Rohmatiah & Amadi (2019) also stated that competence has a positive and significant effect on the Quality of Audit Results at the Ngawi Regency Inspectorate.

Klaten District Inspectorate Office is addressed at Jl. Major Kusmanto No.23, Tegaltalang, Watermelon, Kec. Klaten Tengah, Klaten Regency, Central Java 57413, Indonesia. Through the State Civil Apparatus Performance E System listed, the performance of auditors in the Klaten Regency Inspectorate Office is quite good, but it runs less than optimally. The lack of optimal performance of the auditor, the lack of optimal level of integrity, independence, professionalism and competence of the auditor makes the performance of the auditor in the Klaten Regency Inspectorate Office less optimal. Based on existing problems, researchers are interested in conducting more research with the title Auditor Performance reviewed from Integrity, Independence, Professionalism and Competence (Study at the Klaten Regency Inspectorate Office).

Literature Review

Employee Performance

Cashmere Performance (2019: 183) is the result achieved from what the organization

or company wants. Bedjo's performance (2015: 11) comes from the word job performance which means the work achievements achieved by a person in carrying out the tasks and work given to him. Maturidi auditor performance (2016) is an expression of the auditor's work potential in the form of auditor's work behavior in carrying out his duties to achieve optimal work results, which can be measured through the dimensions of objective factors, namely work results and work discipline and subjective factor dimensions that include initiative, cooperation and loyalty.

Employee performance objectively and accurately can be evaluated through performance level benchmarks. The measurement means that it provides an opportunity for employees to know their level of performance. (Edison et al., 2017) performance indicators are as follows:

1. Target.
2. Quality.
3. Turnaround time.
4. Obey the principle.
5. Skill.

Integrity

Wurangian Integrity (2012: 395) is as a character that underlies professional recognition. Integrity requires a member to be honest and forthright. Zahra's integrity (2011: 123) is a commitment to do everything in accordance with the right and ethical principles, in accordance with values and norms, and there is consistency to keep that commitment in every situation without seeing any opportunity or compulsion to get out of prnsip.

According to Rustendi (2017) in the audit standards and code of ethics of internal auditors, clear implementation rules related to integrity are needed, namely with regard to honesty, responsible attitude, working wholeheartedly, providing benefits, and compliance with legal and regulatory provisions. So in this study, integrity variables can be measured by the following indicators:

1. Honest
2. Responsible
3. Work With All Your Heart
4. Useful
5. Comply with the Provisions of the Law

Independence

Independence arens et al. (2013: 111) can be interpreted as taking an unusual point of view. The auditor must not only be independent in facts, but must also be independent in appearance and mind. Mulyadi's independence (2014: 26-27) can be interpreted as a mental attitude that is free from influence, not controlled by others, not dependent on others.

According to Rahayu (2016) indicators of independence, namely:

1. Honesty
2. Length of relationship with kilen (Audit Tenure)
3. Pressure from clients
4. Review from fellow auditors (Peer Review)
5. Non-Audit Service Provision

Professionalism

Kusuma's professionalism (2012: 14) as an individual's responsibility to behave better than just complying with existing laws and regulations of society. The professionalism of auditor Tugiman (2011: 27) refers to professional ability and behavior. Ability is defined as knowledge, experience, adaptability, technical ability, and technological ability, and allows the auditor's professional behavior to include additional factors such as transparency and responsibility, which are essential to ensuring public trust.

According to Sinaga & Isgiyarta (2012) there are five dimensions of professionalism, namely:

1. Devotion to the profession
2. Social obligations
3. Independence
4. Confidence in the rules of the profession
5. Relationships with fellow professions

Competence

Sukrisno competence (2014: 146) is a skill and ability in carrying out a job or profession. A competent person means a person who can carry out his work with a cauldron

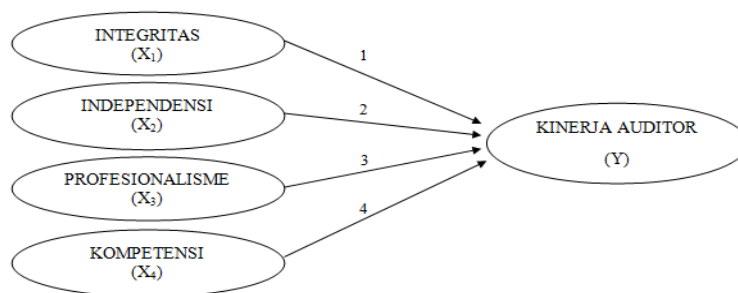
of good results. In a broad sense competence includes mastery of knowledge (knowledge), and skills (skills) are sufficient. and have an attitude and behavior (attitude) that is appropriate to carry out his work or profession. Rahayu & Suharyati competence (2011: 3) is an ability, expertise (education and training) and experience in understanding criteria and in finding the amount of evidence needed to be able to support the conclusions he will draw.

The components that must be owned by a competent aditor according to (Nella, 2019) competence are as follows:

- a. Ability (skill)
- b. Experience.
- c. Training.
- d. Knowledge
- e. Understanding

Research Framework and Hypothesis

Figure 1. Research Framework



Hypothesis

1. There is an influence of Integrity on the Performance of Auditors in the Klaten Regency Inspectorate Office.
2. There is an influence of Independence on the Performance of Auditors in the Klaten Regency Inspectorate Office.
3. There is an influence of Professionalism on auditor performance in the Klaten District Inspectorate Office.
4. There is an influence of Competence on Auditor Performance in the Klaten Regency Inspectorate Office.

Research Method

This research uses a quantitative descriptive approach. Quantitative research as a scientific method because it has met scientific rules, namely concrete or empirical, objective, measurable, rational and systematic (Sugiyono, 2019: 7). The population is the overall subject of the study (Arikunto, 2019: 103). The population in all employees working in the Klaten District Inspectorate Office is 54 people. The sample is a portion or representative of the population to be studied (Arikunto, 2019: 109). The number of samples taken was 54 people or respondents.

The data collection techniques in this study are:

1. Observation
2. Interview
3. Questionnaire
4. Literature Studies

The study used statistical data analysis techniques with the Partial Least Square (PLS) program.

Results and Discussions

Inner Model Analysis

Table 1. Inner Model Analysis

Variable	R-Square	Adjusted R-Square
Auditor Performance	0,7361	0,7145

Source: Partial Least Square (PLS)

Based on the results of the calculation obtained the adjusted value R Square variable dependent auditor performance of 0.714. This means that the variables of Integrity, Independence, Professionalism and Competence contribute to Employee Performance by 71.4%, the remaining 28.6% is explained by other variables not proposed in this study such as: Work Environment, Discipline, Motivation, and others.

Hypothesis Test

Table 2. Hypothesis Test Results

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistic	P Values
Auditor's Performance → Integrity	0,2113	0,2039	0,0964	2,1909	0,0289
Independence → Auditor Performance	0,4250	0,4277	0,0966	4,4002	0,0000
Auditor Performance → Professionalism	-0,1589	-0,1545	0,0797	1,9943	0,0467
Competence → Auditor Performance	0,3083	0,3099	0,0991	3,1101	0,0020

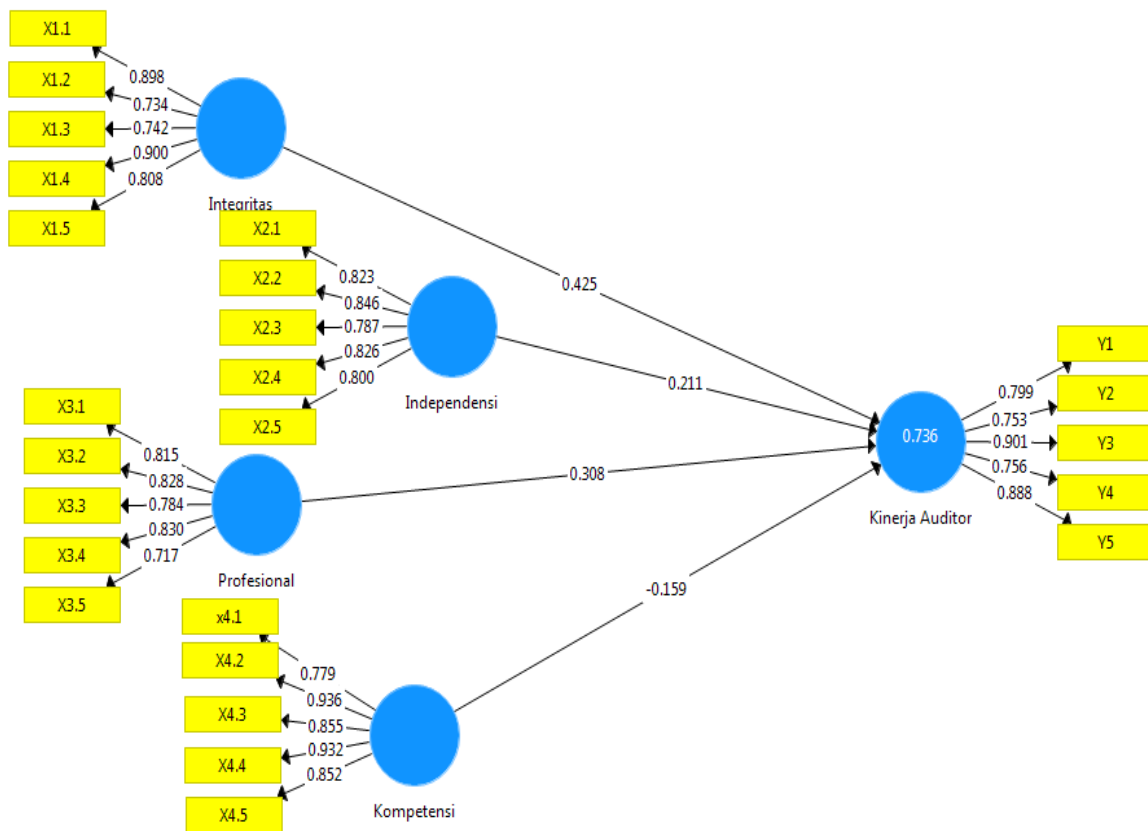
Source: Partial Least Square (PLS)

Based on the table above, it can be concluded that the results of the hypothesis are as follows:

1. Integrity of auditor performance indicates a statistical t value of 2.1909 and a P Values value of 0.0289, meaning that Integrity has a positive and significant effect on auditor performance because the statistical t value is greater than 1.99 and the value of $p < 0.05$.
2. Independence to auditor performance indicates a statistical t value of 4.4002 and a P Values value of 0.0000, meaning that independence has a positive and significant effect on the Auditor's Performance because the statistical t value is greater than 1.99 and the value of $p < 0.05$.
3. Professionalism to the Auditor's Performance shows a statistical t value of 1.9943 and a P Values value of 0.0467, meaning professionalism has a positive and significant effect on the Auditor's Performance because the statistical t value is greater than 1.99 and the value of $p < 0.05$.
4. Competence to the Auditor's Performance shows a statistical t value of 3.1101 and a P Values value of 0.0020, meaning that competence has a positive and significant effect on auditor performance because the statistical t value is greater than 1.99 and the value of $p < 0.05$.

Discussion

Figure 2. Hypothesis Test Results



1. The Effect of Integrity on Auditor Performance at the Klaten Regency Inspectorate Office.

Based on the results of the SmartPLS count obtained a value of t Statistics $2.1909 > 1.99$ and a P Values value of $0.0289 < 0.05$. This means that Integrity has a positive effect and has a significant effect on auditor performance. This research is in line with previous research conducted by Hendrawan & Budiarta (2018) ; Oktavia (2018) which states Integrity has a positive and significant effect on auditor performance.

2. Effect of Independence on Auditor Performance at the Klaten Regency Inspectorate Office.

Based on the results of the SmartPLS count obtained a score of t Statistics $4.4002 > 1.99$ and a P Values value of $0.0000 < 0.05$. This means that independence has a positive effect and has a significant effect on the auditor's performance. This research is in line

with previous research conducted by Ayuniari et al. (2017) ; Gita & Dwirandra (2018) which states that Independence has a positive and significant effect on auditor performance.

3. The Effect of Professionalism on The Performance of Auditors in the Klaten Regency Inspectorate Office.

Based on the results of the SmartPLS count obtained a statistical t value of $1.9943 > 1.99$ and a P Values value of $0.0467 < 0.05$. This means that professionalism has a positive effect and has a significant effect on the Auditor's Performance. This research is in line with previous research conducted by Dwiyanto & Rufaedah (2020) ; (Wijaya, 2018) which states professionalism has a positive and significant effect on auditor performance.

4. The Influence of Competence on Auditor Performance at the Klaten Regency Inspectorate Office.

Based on the results of the SmartPLS count obtained a score of t Statistics $3.1101 > 1.99$ and a P Values value of $0.0020 < 0.05$. This means that competence has a positive influence and has a significant effect on the Auditor's Performance. This research is in line with previous research conducted by Soerono & Ismawati (2020) ; Rohmatiah & Amadi (2019) which states that Competence has a positive and significant effect on auditor performance.

Conclusion

1. Integrity has a positive effect and has a significant effect on the Performance of Auditors in the Klaten Regency Inspectorate Office.
2. Independence has a positive effect and has a significant effect on the Performance of Auditors in the Klaten Regency Inspectorate Office.
3. Professionalism has a positive effect and has a significant effect on the Performance of Auditors in the Klaten Regency Inspectorate Office.
4. Competence has a positive influence and has a significant effect on the Performance of Auditors in the Klaten Regency Inspectorate Office.

Implication

1. Integrity is one of the keys to everyone's success because individuals with integrity are individuals who are consistent in carrying out their values and norms. A person's integrity will determine that he can be led and can be a leader because only individuals of integrity have quality personalities and are able to learn from others. A person's integrity will determine how much he is worthy of trust from others because of his consistent actions. Integrity will result in reputation and achievement for a person because they think, say, and act consistently.
2. The independence of an auditor is essential because it is the only reason why various users are willing to put their trust in public accountants. Public assessment of the independence of independent auditors is not on the auditor as a whole. Independence is a very important condition for the public accounting profession to initiate the fairness of the information presented by management to the user of the information. Independence is needed by public accountants to gain the trust of clients and the public, especially users of financial statements. Independence is obtained in order to increase the credibility of the financial statements presented by management. If the public accountant is not independent then the opinion he gives has no meaning or no value. Independence is an important dignity of public accountants that continuously needs to be maintained. Independence certainly greatly affects the performance of auditors.
3. Professionalism in work is considered one of the most important aspects of achieving success in work. An employee who has a professional attitude can position himself to be able to understand tasks and responsibilities, relationships and relationships, and focus and be consistent with his work affairs. Professional attitude is an important thing in the world of work because it will have a positive impact on the agency. Professionalism in work is considered one of the most important aspects of achieving success in work. The existence of a professional attitude in work will affect and improve existing performance.
4. Knowledge of competence is very helpful for the Klaten Regency Inspectorate Office to know the extent to which an employee can work optimally and make contributions in accordance with the wishes of the agency. An employee is responsible for solving problems and carrying out tasks, and transferring information to others related to the tasks instructed by the superior can be seen from the competence possessed by the employee. Competencies are used to plan, assist, and develop auditor performance.

Suggestion

Based on the above conclusions, then in this study the author provides useful suggestions, among others:

1. It is expected that the Klaten Regency Inspectorate Office in the future will continue to maintain and improve integrity, independence, professionalism, and competence. The high integrity, independence, professionalism, and competence in the Klaten Regency Inspectorate Office makes the auditor's performance will also improve and become better than before, employees are more dexterous in working, feel happy to carry out their work and the existing work faster to reach the target.
2. It is expected that further research will develop this research using other free variables besides integrity, independence, professionalism, and competence that can affect auditor performance, considering that there is still an influence of 28.6% beyond these research variables such as Work Environment, Discipline, Motivation, and others.
3. It is expected that further research will develop this study using other free variables besides leadership and motivation that can affect employee attitudes, considering that there is still an influence of 35.9% beyond these research variables such as work ability, work discipline, work environment and others.
4. For other researchers, auditor performance variables can also be used for research outside organizations or government agencies because they can be used for the advancement of a conscientious object. It can also be used in companies, banks, factories and others.

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