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## THE EFFECT OF AUDITOR EXPERIENCE, WORKLOAD AND MOTIVATION AUDITOR ON AUDIT QUALITY IN FINANCIAL AND DEVELOPMENT SUPERVISORY BOARD SOUTH OF SULAWESI

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### ABSTRACT

Purpose of this research is to know the simultaneous effect of auditor experience, workload and motivation auditor on the quality of the audit results on The Financial and Development Supervisory Board in South of Sulawesi. Population in this research is auditor of The Financial and Development Supervisory Board in South of Sulawesi. The results of this study indicate that: (1) Simultaneous Audit experience, Workload and Motivation Auditor has a significant impact on the quality of the audit results show the value of F 14.482 and significance of the correlation value of 0.000. (2) Audit Experience has significant influence on the quality of audit with a value of 0.002, Workload does not have a significant effect on the quality of audit with a value of 0.122 and Motivation Auditor has a significant influence on the Quality Audit with significant value of 0.011. (3) The most dominant variable influence on the value of Quality Audit Standards largest beta coefficient 0.368 or 36.8%, is Motivation Auditor.

*Keywords: Audit experience, workload, motivation auditor, and the quality of the audit*

### INTRODUCTION

The Financial and Development Supervisory Board as an internal government auditor plays an important role in promoting corruption eradication efforts. The Financial and Development Supervisory Board Auditor is a Government Internal Supervisory Apparatus which is one of the important elements of government management in the framework of good governance in order to optimize its role as the implementation of good governance. Ulum (2008) in Wulandari

and Tjahjono (2011) Internal auditors conducting operational audits, management audits and performance audits will perform the function as a quality assurance function in order to assist management to ensure efficiency and effectiveness .

In order to support its professionalism, the auditor in performing its audit duties should be guided by the audit standards established by the Indonesian Institute of Accountants, ie general standards, field work standards and reporting standards. The

general standard is a reflection of the personal qualities that an auditor must possess which requires the auditor to have sufficient technical skills and training in performing the audit procedures.

Muliani (2010) the influence of independence, experience, due professional care, and accountability to audit quality shows that the auditor's work experience has a significant effect on audit quality. While Fatwa (2012) the influence of work experience, independence, objectivity, integrity and auditor competence on the quality of examination results showed that the work experience had a significant positive effect on the quality of examination.

The inherent work experience of the auditor is not a guarantee that the auditor can improve the quality of examination. Alim, et al. (2007) states that cooperation with over-repetitive and repeated inspection objects may create a vulnerability to the auditor's independence. Not to mention the various facilities provided by the examination object during the assignment can affect the auditor's objectivity, and it is not impossible that the auditor becomes dishonest in expressing the facts that indicate the low integrity of the auditor. It is therefore of interest to conduct research on the effect of audit experience, workload, and auditor motivation on audit quality.

In accordance with the general standards in the Standards of Professional Public Accountants that auditors are required to have sufficient work experience in the profession they are engaged in, and are required to meet the technical qualifications

and experience in the industries they audit (Arens et al, 2004). Experience also gives impact to every decision taken in the implementation of the audit so that expected every decision taken is the right decision. It indicates that the longer the working period owned by the auditor the auditor will be the better the quality of the resulting audit.

Budi, et al. (2004) and Oktavia (2006) on work experience gave results that there was no effect of work experience on auditor decision making, while Suraida (2005) stated that audit experience and competence have an effect on professional skepticism and accuracy of public accountant auditor's opinion. Similarly, Asih's (2006) study found that the auditor's experience both from the old side of work, the number of tasks and the number of audited firms has a positive influence on auditor expertise in auditing. Herliansyah et al. (2006), from the study found that the experience of reducing the impact of information is irrelevant to judgment auditors.

In addition to experience factors that have an important role for improving the expertise of auditors, namely in an effort to develop the behavior and attitude of an auditor. As psychologists have pointed out, that development is an increasing potential for three stakes. They also point out that a development can be described as a process that brings a person to a higher pattern of behavior (Knoers & Haditono, 1999 in Asih, 2006). In this case the development of experience obtained by auditors based on the theory shows a positive impact for the addition of three behaviors that can be

realized through the expertise to have more mature skills. The experiences gained by the auditor allow for the development of the potential of the auditor through a process that can be learned.

Febrian (2015) in the influence of audit rotation, workload, and specialization on audit quality shows that auditor workload positively influence to audit quality. While Liswan (2011) in the influence of workload and auditor specialization on audit quality with the audit committee shows that the workload has a negative effect on audit quality.

The high workload can lead to fatigue and the emergence of dysfunctional audit behavior so as to decrease the auditor's ability to find errors or report irregularities. Lopez (2005) found that the audit process performed when there is workload pressure will result in lower audit quality compared to when there is no workload pressure. A possible consequence of workload audit is the decrease in audit quality and earnings quality (Hansen et al., 2007). Therefore, it is interesting to examine the effect of workload on audit quality.

Auditors who have multiple clients, busy schedules and work under pressure will create workloads that result in decreased effectiveness and work efficiency. Hansen et al. (2007) argues that the audit capacity stress workload is associated with the addition of new clients coming from the disbandment of Anderson following the Enron case resulting in a negative impact on audit quality.

Adityasih (2010: 3) also believes that the number of clients handled by the auditor

will affect the quality of the resulting audit. The large number of these clients creates a high workload for auditors and tight time budgets can degrade the auditor's ability to discover material faults and report violations in the client's accounting system. According to Lopez and Peters (2012: 140) such conditions increase the chances for managers or manipulate the financial process. This identifies that the workload coupled with limited audit time may degrade the quality of the audit.

Nistri (2014) the influence of competence, independency, and motivation on audit quality indicates that the motivation of auditor work has a significant effect on audit quality. While Ardini (2010) in the influence of competence, independence, accountability and motivation on the quality of auditors show that the auditor's work motivation does not significantly affect the quality of audit quality.

According to Mills (1993: 30), the auditor's motivation in conducting the audit is basically to continue and sustain the profitable business. Motivation also arises because it believes that the auditor can perform the audit, in addition to the existence of customer demand and the existence of commercial needs. Audit quality will be high if the desire and needs of auditors who make the motivation work can be fulfilled. Organizational compensation can be rewarded according to the profession, will lead to audit quality because they feel that the organization has been concerned with their needs and work expectations.

Audits should be carried out by someone or more who has sufficient technical skills and training as an auditor. The auditor should possess and improve knowledge of audit methods and techniques and all matters concerning governance such as government organizations, functions, programs and activities (BPKP, 1998). The expertise of auditors by Tampubolon (2005) can be obtained through continuing education and training and adequate experience in conducting audits.

Competence and independence is a standard that must be met by an auditor to be able to audit well. However, not necessarily the auditor who has both of the above will have a commitment to audit well. As said by Goleman (2001), only with the motivation of an auditor will have a high fighting spirit to achieve goals and meet the existing standards. In other words, motivation will encourage a person, including auditors, to achievement, commitment to the group and have high initiates and optimism.

Table 1. Statistics Descriptive

**Descriptive Statistics**

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Y	49	1,00	3,50	4,50	4,0153	,03494	,24457	,060
X1	49	1,50	3,38	4,88	4,1478	,04860	,34023	,116
X2	49	1,20	3,20	4,40	3,7633	,04069	,28482	,081
X3	49	1,30	3,60	4,90	4,1102	,04075	,28522	,081
Valid N (listwise)	49							

Descriptive statistics as follows:

1. Audit experience (X1) with the amount of data (N) of 49, minimum value of 3.38

maximum value of 4.88 average answers 4.1478 and standard deviation of 0.34023. By looking at the average value

- in the range of minimum and maximum values, and the standard deviation or variation of data distribution is in the region of 34.02%, then the audit experience variable is said to be normally distributed.
2. Auditor workload (X2) with the amount of data (N) of 49, minimum value of 3.20 maximum value of 4.40 average answers 3.7633 and standard deviation of 0.28482. By looking at the average value that is in the range of minimum and maximum values, and the standard deviation or variation of data distribution is in the region of 28.48%, then the workload variable is said to be normally distributed.
  3. Motivation auditor (X3) with the amount of data (N) of 49, minimum value of 3.60 maximum value of 4.90 average answer 4.1102 and standard deviation of 0.28522. By looking at the average value that is in the range of minimum and maximum values, and the standard deviation or variation of data distribution is in the region of 28.52%, then the

variable of auditor's motivation is said to be normal distribution.

4. The quality of the audit result (Y) with the amount of data (N) of 49, the minimum value of 3.50 maximum value of 4.50 average answers 4,0153 and standard deviation of 0.24457. By looking at the average value that is in the range of minimum and maximum value, and the standard deviation or variation of data distribution is in the region of 24.45%, then the audit quality variable is said to be normally distributed.

Influence of Audit Experience, Workload, and Auditor's Motivation to Quality of Audit Result At Financial and Supervisory Board South Sulawesi Province Representative, analyzed by using multiple linear regression method. Data processing using Statistical Package for the Social Science (SPSS) 2.2. The results of multiple linear regression are presented in table 2 below:

Tabel 2. Coefficients

Model		Coefficients <sup>a</sup>		
		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	.940	.468	
	X1	.258	.078	.359
	X2	.189	.120	.220
	X3	.315	.119	.368

a. Dependent Variable: Y

Based on the results if the regression data obtained then the regression equation is:

$$Y=0,940 (\alpha)+0,258 (X1)+0,189 (X2)+0,315 (X3)$$

Tabel 3. Model Summary

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.701 <sup>a</sup>	.491	.457	.18017

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Based on the calculation of the coefficient of determination, it can be said that the correlation between audit experience, workload, and auditor's motivation to the quality of audit results obtained correlation coefficient value  $R = 0.701$  because the value of  $R$  positive and close to 1, means there is a positive and moderate relationship between audit experience, workload, and auditor motivation on the quality of audit results.

Then the value of determination coefficient  $R^2 = 0,491$  indicating that as many as 49,1% variation of audit result quality influence by audit experience, workload, and auditor motivation. While the rest as much as 50.9% influenced by other variables that are not examined.

Based on the results of simultaneous test (Test-F) presented in the table above, it can be seen that  $F$  count = 14,482, while the value  $F$  table = 2.81. Since the value of  $F$  count = 14,482 >  $F$  table = 2,81, and has significance count (sig) = 0,000 <  $\alpha = 0,05$ . These results indicate that simultaneously or together independent variables Audit Experience (X1), Workload (X2), and Motivation Auditor (X3) have a significant influence on the bound variables of Quality Audit Results in BPKP South Sulawesi Province.

### Effect of Audit Experience (X1) on Quality of Audit (Y)

Based on the results of this study that, the more work experience owned by Financial and Development Supervisory Board auditor of South Sulawesi province, the auditor can take the right decision so that the audit results provided by an auditor will be said to be qualified. This is supported by the Behavioral Decision Theory developed by Bouditch and Buono (1990) in Mayangsari (2003) which explains the relationship between a person's behavior in the decision making process. Experience is one important part that must be owned by an auditor so that decision making in giving opinion of audit result done more accurate.

The results of this study also supports research conducted by Alim, et al (2007) indicates that the auditor's experience will be the better and also increased the quality of audit generated. Similarly, presented in the research results Herliansyah, et al (2006) shows that the experience of reducing the impact of information is not relevant to the judgment auditor. Kidwell, et al (1987) in Budi et al (2004) found that managers with longer work experience had a positive relationship with ethical decision making. In contrast to research conducted by Budi, et al (2004) that work experience has no effect on professional commitment or decision making.

### **Effect of Auditor Workload (X2) on Quality of Audit (Y)**

Based on the results of this study, the objectives, behavior, and characteristics of an auditor in the decision-making process have an impact with the number of workload being experienced by the auditor. So that the results of the audit process conducted to produce a maximum impact on decision making. In fact the auditor is burdened with the managerial concept applied by the Financial and Development Supervisory Board of South Sulawesi Province with the target of work that must be maximized in a short time, in this case the characteristics of individual auditors affected by the emphasis of Standard Operational Procedures applied by the Financial and Development Supervisory Board of South Sulawesi Province. This can not be supported / rejected by Behavioral Decision Theory, this is a theory developed by Bouditch and Buono (1990) in Mayangsari (2003) that describes the relationship between a person's behavior in the decision-making process.

The results of this study were supported by a study conducted by Lopez (2005) who found that the audit process performed when there was workload pressure would result in lower audit quality compared to when there was no workload pressure. The workload showed the work load faced by an auditor. Workload can be seen from the number of clients to be handled by an auditor or the limited time available to carry out the audit process. Lopez (2005) defines workload as a "busy season" occurring in the first quarter of the year as many companies have a fiscal

year ending in December. Fatigue and tight time budgets can degrade the auditor's ability to find fault or report irregularities.

### **Influence of Auditor Motivation (X3) on Quality of Audit (Y)**

Based on the results of this study, that the motivation of work owned by the Financial and Development Supervisory Board of South Sulawesi Province auditor South Sulawesi province, the auditor can take the right decision so that the audit result given by an auditor will be said to be qualified. This can be supported by the Behavioral Decision Theory developed by Bouditch and Buono (1990) in Mayangsari (2003) which explains the relationship between a person's behavior in the decision making process. Motivation of work is a strength owned by an auditor to achieve, commitment to the group and have the initiative and optimism is high, so as to provide the right decision from the results of the audit.

The results of this study are supported by Goleman's (2001) research in Ardini (2010) as it is said that only motivation will make a person have a high fighting spirit to achieve goals and meet the existing standards. In other words, motivation will encourage a person, including auditors for achievement, commitment to the group and have high initiative and optimism. Improper response or follow-up of the audit report and the resulting recommendations will decrease the officer's motivation to maintain audit quality. Audit quality will be high if the wishes and needs of the auditor who made the work motivation can be met. The compensation of

the organization in the form of rewards according to their profession, will lead to audit quality because they feel that the organization has paid attention to their needs and work expectations. Thus, if a person or auditor has competence, independence and accountability then directing or raising high motivation will increase the quality of audit (Ardini, 2010).

## CONCLUSION

Based on the results of the research analysis that has been done, then the conclusion as follows:

1. Results show that hypothesis 1 (H1) proposed in this study is proven. This means that the work experience to improve the quality of audit results has a significant positive effect on the Financial and Development Supervisory Board of South Sulawesi Province auditor in this case the hypothesis accepted.
2. Results show that hypothesis 2 (H2) proposed in the research is proven. This means that the auditor workload has a positive effect on the quality of the audit result in the Financial and Development Supervisory Board of South Sulawesi Province auditor this case the hypothesis is rejected.
3. Results show that hypothesis 3 (H3) proposed in the research is proven. This means that the motivation of the auditor work has a significant positive effect on the quality of the audit result in the Financial and Development Supervisory

Board of South Sulawesi Province auditor in this case the hypothesis is accepted.

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