

THE INFLUENCE OF EMPLOYEE TRAINING, UNDERSTANDING OF SAP, AND INFORMATION TECHNOLOGY ON THE IMPLEMENTATION OF THE ACCRUAL BASED ACCOUNTING IN THE GOVERNMENT OF PONTIANAK CITY

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ABSTRACT

The study entitled 'Effect of Employee Training, Understanding of SAP and Information Technology on the implementation of Accrual Based Accounting in the Government of Pontianak City'. This study aims to determine whether the employee training, Understanding of SAP and Information Technology has any positive effect on the implementation of accrual-based accounting. The research is descriptive and quantitative. Research subjects are in SKPD's in Pontianak. The data collected is by means of a questionnaire, interview, and documentation. The questionnaire was delivered to 12 regional work units in the City of Pontianak. A total of 48 questionnaires were distributed among them 40 questionnaires (83%) which have been completed were returned.

The results of data analysis and testing can be concluded that the accounting staff qualifications in terms of understanding possessed SAP cannot meet the implementation of the accrual accounting, but it is very necessary to give the training to the employee and the information technology has the positive influence on the implementation of accrual accounting ($t\text{-test} > t\text{-table}$), while Understanding of SAP has no influence on the implementation of accrual-based accounting ($t\text{-test} > t\text{-table}$), so the variable employee training and information technology became dominant in supporting the implementation of accrual accounting in the government of Pontianak City.

Key words: *Employee Training, Understanding of SAP, Information Technology, Accrual Basis*

INTRODUCTION

New Public Management is the most actual management system of public administration worldwide and is recognized by almost all developed countries. New Public Management is a global phenomenon which has the objective to improve efficiency, effectiveness, and responsiveness as well as the managerial accountability of public organizations (Sancoko, 2008).

The implementation of New Public Management in Indonesia began with the reform in the financial sector with the enactment of the legislation which consists of the Act No.17 in the Year of 2003 on State Finance, Law No.1 of 2004 on the state treasury, and the Law No.15 of 2004 on the Management and Financial Responsibility of the State. The law has assigned various new provisions, which also brings an improvement and fundamental changes to various provisions and procedures in the management and financial accountability of the state.

Based on the phenomenon, the reforms in the accounting system was listed under PP No. 24 of 2005 concerning the cash based Government Accounting Standards towards accrual basis and is followed by the establishment of PP 71 Year 2010 concerning the accrual based Government Accounting Standards, where this is the desire of all parties to be able to create a better public financial management and transparency can improve the efficiency and effectiveness of the public.

The initiation of PP 71 in 2010, and the application of accrual accounting were fully implemented in Indonesia in 2015 and the implementation of the accrual based accounting should be considered and adapted to the changes of accounting-based cash towards accrual (CTA). It is hoped that the accrual based accounting can be realized in Indonesia.

This research is ongoing research that was used to be researched previously. This research is about the factors that affect the successful implementation of accrual

accounting in the local government of West Kalimantan. The previous research aims to see the extent of the readiness of the government in implementing accrual accounting, especially in the province of West Kalimantan. There are several sampled regions, namely the regional government of the provincial of West Kalimantan, the government of Pontianak, the regional government of Sanggau. The results of previous studies state that there are several obstacles faced by the Regional Government of West Kalimantan in readiness to apply accrual accounting, that is a commitment, qualified accounting staff required as well as a support wire (Kristiawati, 2012).

The implementation of accrual-based accounting is a continuous process, so success in this implementation cannot be seen in a short time. Success in implementing the accrual accounting should continue to get support from local leaders and the participation of each Work Unit (SKPD) in the City of Pontianak which is realized from the quality of existing information technology as a form of support device, qualification of human resources in terms of understanding the government accounting standard and the commitment manifested by giving training to its employees. Based on these descriptions, the focus of the problem in this study is whether the training of personnel, understanding of SAP and information technology partially has a positive effect on the implementation of accrual accounting in the government of Pontianak City.

Literature Review

New Public Management emerged in the 1980's, particularly in New Zealand, Australia, England, and America as a result of a crisis of the welfare state. This paradigm then spread widely, especially in the year 1990's due to the promotion of international agencies like the World Bank and IMF. NPM paradigm is emerging due to a number of strengths both in developed countries and in developing countries. The main target of the desired changes are improvements in the way government manage and deliver its service to the community with an emphasis on efficiency, economy, and effectiveness (Kurniawan, 2007). New Public Management (NPM) is a public management theory which assumes that the private individual sector of management practices are better than the public sector management practices (Mahmudi, 2010).

Contingency Theory

Contingency theory can be used to analyze the design and accounting management system to provide information that can be used by companies for a variety of purposes (Otley, 1980) and to face competition (Mia and Clarke, 1999). According to Otley (1980), the control system are influenced by the context in which they operate and need to be tailored to the needs and circumstances of the organization. Otley (1980), stated that the principle of the contingency theory is that there is no control system that is universally always appropriate to be applied to the entire organization in each state.

According to Etzioni (1985), in a book entitled "Modern Organization" stated that contingency theory which is called the theory of interests, environmental theory or the theory of the situation, is based on the idea that the management of the organization can run smoothly if the leader of the organization is able to pay attention and solve a particular situation at hand and each situation must be analyzed themselves.

The Contents of the Principal Accrual-Based Government Accounting Standard and SAP Cash-based Government Accounting Standard is led towards the Accruals

The Article 12 and Article 13 of the Law No. 1 of 2004, as referred to in Article 70 paragraph (2), provides the recognition of income and expenditure in national income and expenditure/ regional income and expenditure on accrual basis. On the other hand, the practice of budgeting and implementation of reporting in most, including Indonesia, use a cash basis. For that KSAP Accrual Based Government Accounting Standard construct that includes PSAP cash basis for reporting the implementation of the budget (budgetary reports), as defined in the PSAP 2, and PSAP accrual basis for financial reporting, which the PSAP 12 to facilitate the recording of income and expense under accrual basis.

The report of cash-based budget implementation consists of Budget Realization Report and Statement of Changes Over Budget Balance (For Reporting Entities in the Central Government). Accrual-based financial statements consist of the Balance Sheet, Statement of Operations, Statement of Cash Flow, Cash

fundamental difference towards Accrual-Based SAP located in the PSAP 12 of the Report of Operation.

The Government Regulation No. 71 in the Year of 2010

Definition of Government Accounting Standards according to Government Regulation No. 71 in the Year of 2010 concerning the Government Accounting Standards is the accounting principles applied in preparing and presenting the financial statements of the government. Thus, Government Accounting Standard can be regarded as guidelines for the preparation of financial statements of the government, either central government or local governments. Based on the Government Regulation No. 71 in the Year of 2010 concerning the Government Accounting Standards which contains several statements, namely: (a) Financial Statements, (b) Budget Realization Report, (c) Statement of Changes in Budget Balance, (d) Balance Sheet, (e) Statements of Operations, (f) Cash Flow Statement, (g) Statement of Changes in Equity, (h) Notes to Financial Statements.

Research Method

The object of this research is the implementation of accrual accounting in SKPD of Pontianak City which is influenced by employee training, understanding of Government Accounting Standard, and information technology. The population is all working units (SKPD) consisting of 35 SKPD in Pontianak. The sample in this study is based on observations of researchers. There are 12 SKPD which are still frequently consulted the BPKAD in the manufacture of accrual-based financial statements. The independent variables in the study are 1) Employee Training (X_1), 2) Understanding of Government Accounting Standards (X_2), 3) Information Technology (X_3). While the dependent variable is the Implementation of Accrual Based Accounting (Y). The models in this study as follows:

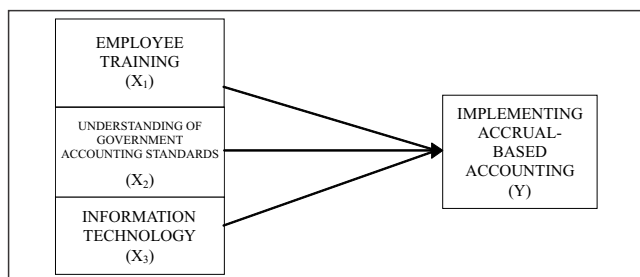


Figure 1: Research Model

Data analysis techniques used are validity, reliability test, classic assumption test, multiple regression analysis. Here is the formulation of hypotheses in this study:

$H_{o1}: \mu \leq \mu_1$ There is no positive effect of the employee training on the implementation of accrual-based accounting.

$H_{a1}: \mu > \mu_1$ There is the positive influence of the employee training on the implementation of accrual-based accounting.

$H_{o2}: \mu \leq \mu_2$ There is no positive influence of understanding the Government Accounting Standard on the implementation of accrual-based accounting.

$H_{a2}: \mu > \mu_2$ There is the positive influence of understanding the Government Accounting Standard on the implementation of accrual-based accounting.

$H_{o3}: \mu \leq \mu_3$ There is no positive influence of information technology on the implementation of accrual-based accounting.

$H_{a3}: \mu > \mu_3$ There is the positive influence of information technology on the implementation of accrual-based accounting.

Findings

A method for testing the validity is by means of Product-Moment Correlation Method which is supported by SPSS 21 for windows. The instrument is declared invalid if the correlation value is greater than the count r-table (Priyatno, 2012). The validity of test results to the item in question, related to the employee training, understanding of government accounting standard, as well as information technology proves is that r-count is greater than r-table (0.3120) so that the whole item is said to be a valid question.

The method used to measure the reliability is Cronbach Alpha Technique. The reliability coefficient of the coefficient alpha is well-known. The Criteria of reliability is said to be reliable if the alpha coefficient is greater than 0.6. Conversely, when the alpha coefficient is smaller or less than 0.6, it then shows the inconsistency of respondents (Ghozali, 2009). The output of the reliability test shows that coefficient alpha is greater than 0.6.

Classic Assumption Testing

In this study, the test of data normality is by means of Kolmogorov-Smirnov (Suliyanto, 2011). Standardized normal residual value if the K count < K table or the

significance > Alpha ($\alpha = 0.05$). The test results show that normality test significance value is greater than the value of alpha ($0.067 > 0.05$), so it can be interpreted that research data is normally distributed.

Testing multicollinearity is by means of Examination of Partial Correlation. This testing is done by comparing the coefficient of determination (R²) with a total value of partial correlation coefficients of all the independent variables. The Model summary of output in the coefficient of determination (R²) is a whole amounted to 0,765. While output in the coefficients, the partial correlation value of Employee Training is at 0.444, the partial correlation value of Understanding of Government Accounting Standard is -0.173 and the partial correlation value for Information Technology is 0,407. This shows that R² is greater than the value of Partial Correlation, then the regression model is formed not to have the multicollinearity symptom.

The test results analysis by means of the Methods of Heteroscedasticity with the graph can be seen from the scatterplot that the plots spread randomly above and below the zero axes of Studentized Regression Residual. Therefore, based on the heteroscedasticity test using the method of chart analysis, the regression model is formed having no symptoms of Heteroscedasticity.

Multiple Regression Analysis

The output of the multiple regression is as follows:

Table 1: The Estimated of the Multiple Regression

No	Variable	Coefficient of Regression	t-test	t-table
1	Employee training	0,422	2,974	2,028
2	Understanding the Government Accounting Standard	-0,297	-1,053	2,028
3	Information Technology	0,778	2,674	2,028
Coefficient of Determination (R ²)		=0,765		
Constant		=2,141		
F-count		=39,006		
F-table		=2,859		

Source : Primary Data, processed

From the abovementioned, the regression equation can be made as follows:

$$Y = 2,141 + 0,422X_1 - 0,297X_2 + 0,778X_3 + e$$

The regression equation can be interpreted as follows:

1) Constant with a value of 2,141 means the dependent variable application of the accrual basis would be worth 2,141 if the independent variables consisting of influence employee training,

understanding of SAP, information technology, has a value of zero.

2) The coefficient of the variable of employee training can be a positive value that is equal to 0,422. This shows that when the variable of employee training increases for one unit, then the implementation of the accrual basis will increase by 0,422 units assuming that the other independent variables remain constant.

3) The coefficient of variable of understanding of government accounting standard can be a negative value that is equal to -0,297. It shows that when the variable of government accounting standard increases for one unit, then the application of the accrual basis will be decreased by -0,297 unit, assuming that other independent variables remain constant.

4) The coefficient of the variable of information technology can be a positive value that is equal to 0,778. This shows that if the variable of information technology increases by one unit, the implementation of the accrual basis will increase by 0,778 units, assuming that the other independent variables remain constant.

Testing Hypothesis

The calculated results of the testing can be seen on the table 2 below:

Table 2: The output of t-test

No	Variable	t-test	Sign.	Information
1	Employee Training	2,974	0,005	Significant
2	Understanding the Government Accounting Standard	-1,053	0,299	Not Significant
3	Information Technology	2,674	0,011	Significant

Source: Processed Data

The test results of t-test on the variable of understanding of the government accounting standard partially have no significant effect on the implementation of accrual-based accounting, while employee training and information technology partially has the positive effect on the implementation of accrual-based accounting. From these results, the researchers conclude that:

Based on the calculation of t-test, the employee training gets the value of t-test of 2,974 > 2,028 with sig t-table 0,005 which means that the hypothesis which states that H₀ employee training has the positive influence

on the implementation of accrual accounting is accepted.

Furthermore, the calculation of the t -test of understanding the government accounting standard gets the t -test value at the t -table test $-1.053 \leq t$ -table 2.028 with the significance of 0,299 which means that the hypothesis which states that the understanding the government accounting standard has the positive effect on the implementation of accrual-based accounting is rejected.

While the calculation of the t -test on the information technology, the value of t -test of information technology is $2.674 > 2.028$ with sig t -table 0,011 which means that the hypothesis which states that information technology has the positive effect on the implementation of accrual based accounting is accepted.

DISCUSSION

Results of tests which are performed partially indicate that the variables of employee training and information technology positively affects the implementation of accrual accounting, while variable of understanding of government accounting standard has no positive influence on the implementation of accrual-based accounting. From these test results, it can be concluded that the accounting staff qualifications in terms of understanding the government accounting standard cannot meet the implementation of accrual-based accounting, but it is very necessary to give training to employee and information technology. This variable will greatly support the implementation of accrual accounting in the government of Pontianak City. This research is in line with the previous research conducted by (Enho, 2008) which states that the understanding of government accounting standard does not have a significant influence and has a negative correlation to the preparation of financial statements in the Government area of Medan.

Thus, the variable of employee training and the use of information technology are the most dominant variables that have the influence on the implementation of accrual-based accounting in the government area of Pontianak City. So, the barriers-obstacles encountered in the implementation of accrual-based accounting can be handled with a lot of training and supported by information technology, which will support the successful implementation of accrual accounting in the

government area of Pontianak City.

CONCLUSION

The Local Government of Pontianak has been implementing the accrual based accounting since the middle of 2014 and it is quite successful in its management, as evidenced by the opinion results obtained on Local Government Finance Report (LKPD) is simple without exception. Although the result is simple without exception, it does not mean the local government of Pontianak City did not find obstacles in its implementation, there are still many obstacles countenance especially in the information technology used.

The results of regression analysis showed that the variables of employee training and information technology have a positive influence on the implementation of accrual-based accounting, whereas the understanding of the government accounting standard does not affect the implementation of accrual-based accounting. This proved that the calculation of the t -test value on the variable of employee training is $2,974 > t$ -table 2,028 with sig 0,005, which means that employee training has positive influence on the implementation of accrual-based accounting is accepted, and the calculation of test value on the variable of information technology is $2,674 > t$ -table 2,028 with significance at 0,011, which means that information technology has the positive influence on the implementation of accrual-based accounting is accepted. While the calculated t -test value on the variables of understanding the government accounting standard is $\leq t$ -test $-1,053 \leq$ table 2,028 with the significance at 0,299 meaningful understanding of casual without exception has a positive influence on the implementation of accrual-based accounting is rejected.

The variables of employee training and the use of information technology are the most dominant variables or the most influential on the implementation of accrual-based accounting in the Local Government of Pontianak, so the barriers-obstacles encountered in the implementation of accrual-based accounting can be handled with a lot of training and supported by information technology, which will support the successful implementation of accrual accounting in the local government of Pontianak.

IMPLICATION

1) Successful implementation of accrual based

accounting must be supported by human resources so that it is necessary to socialize the accrual accounting primarily in SKPD's which are still experiencing difficulties.

2) It is necessary to give training, technical assistance (Technical Guidance) and the transfer of knowledge from independent parties understanding the accrual based accounting system in each SKPD's.

3) The Government of Pontianak City should already be set up with the equipment support in terms of information technology covering all matters relating to the process, the use of computers as tools, manipulation, and management of information.

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