

The Effect of Professionalism, Organizational Culture, Leadership Style, Independence Auditors on Auditor Performance with Intelligence Spiritual as a Variable Moderating on Office Public Accountants in Medan

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ABSTRACT

The objective of the research was to get empirical evidence and to analyze 1) the influence of the variables Professionalism, Organizational Culture, Leadership Style, and Independency on Auditor's Performance simultaneously and partially, and 2) spiritual intelligence could moderate the influence of Professionalism, Organizational Culture, Leadership Style, and Independency on Auditor's Performance. The population was 130 accountants in the public accountant office, Medan, and 98 of them were used as the samples. The data were analyzed by using SEM PLS (Structural and Equation Modeling Partial Least Square) analysis through Smart PLS software program, while residual test was used to test moderating variable. The result of the research showed that 1) simultaneously, the variables of Professionalism, Organizational Culture, Leadership Style, and Independency had positive and significant influence on Auditor's Performance. 2) Variable of Spiritual Intelligence could moderate the influence of the variable of Professionalism on auditor's performance, but spiritual intelligence could not moderate the influence of the variables of organizational culture, leadership style, and independency on auditor's performance in the public accountant office, Medan.

Keywords: *Professionalism, Organizational Culture, Leadership Style, Independency, Spiritual Intelligence, Auditor's Performance*

INTRODUCTION

The professional development and organization of Public Accountants in Indonesia is inseparable from economic development, business and investment both foreign and domestic, capital markets and global influences. Companies in a country are developing so rapidly that they not only need capital from their owners, but begin to require capital from creditors, and if various companies arise in the form of limited liability companies whose capital comes

from the public, public accounting services are needed and developed. The task of the auditor is to evaluate, examine and provide opinions on the fairness of financial statements based on Financial Accounting Standards (SAK). The aim is to increase the credibility and quality of information on the financial statements of an entity which is one of the bases in making decisions by users of information (Rahmawati, 2011 and Ulum, 2015). Mulyadi (2009: 121), states that the profession of public accounting is a

profession of public trust. From the public accounting profession, the public expects a free and impartial assessment of the information presented by company management in financial statements. The profession of public accountants is responsible for increasing the level of reliability of corporate financial statements, so that people obtain reliable financial information as a basis for decision making.

The position of public accountants as independent agents who provide fairness opinion on financial reports is starting to be questioned, especially after it has been supported by evidence of increasing lawsuits against accountants' offices. The lack of auditor independence and the proliferation of corporate accounting manipulations make the confidence of financial statement users to question the existence of public accountants as independent parties. Even though the accounting profession has an important role in providing reliable financial information to the government, investors, creditors, shareholders, employees, debtors, as well as the public from other interested parties (Wibowo, 2009 and Adelia, 2014). As a supporter of success in carrying out their duties and functions properly, it is necessary to have a good and qualified auditor's performance. Auditor performance is the ability of an auditor to obtain findings or results of audits from audit activities on the management and financial responsibilities carried out in an inspection team (Adelia, 2014). The term performance is also called the achievement or level of success of individuals or groups of individuals. This auditor's performance includes work quality, quantity of work, knowledge of work and work planning. This means that the auditor's performance explains more broadly including the quality of the audit produced by the auditor.

Independence is the second general standard of the three auditing standards set by the Indonesian Institute of Accountants (IAI) which states that in all matters relating to assignments, independence in mental

attitude must be maintained by the auditor. This means that the auditor should be in a position that does not side with anyone because he is carrying out his work in the public interest. Independence can also mean the existence of honesty in the auditor in considering the facts and the existence of objective considerations that are impartial in the auditor's self in formulating and expressing their opinions (Mulyadi, 2002).

An auditor who does not have or has lost his independence as an auditor can be assured that the auditor will not be able to produce satisfactory performance results, so that trust from the public will simply disappear to the auditor. Whether or not the auditor is successful in carrying out his role depends on his performance. Quality KAP performance is largely determined by auditor performance. Maximum performance can be achieved if quality human resources are available. Good performance does not just happen, but is determined or influenced by various factors, one of the factors that influence performance is leadership style. Leadership is the ability to influence a group for the achievement of goals (Robbins and Judge, 2009).

Organizational culture is one of the external factors that influence auditor performance. Organizational culture is believed to be a determining factor for the success of an organization's performance, because organizational culture is the basic belief that underlies the vision, mission, goals and values adopted by members of the organization from the leader to the lowest level employees. The success of the public accounting firm to implement aspects of its organizational culture can encourage the public accounting firm to grow and develop sustainably. Organizational culture and a conducive work environment influence the work results achieved by the auditor.

The phenomenon of violation cases that have occurred to the auditor lately has made the independence of an auditor questionable by the public. One case of violating the professional code of ethics in

the audit conflict situation that occurred in Medan was the case of the Corruption Court in the Medan District Court, namely the case of the Head of the Public Accountant Office (KAP) Hasnil M. Yasin & Rekan who was charged with misusing income tax in 2001 and 2002 in Langkat Regency along with Secretary of Langkat Surya Djahisa. In the indictment of the Public Prosecutor (JPU), Hasnil was charged with committing a criminal act of corruption which resulted in a State loss of more than Rp.1 billion. Prosecutor Choirun Parapat stated that when Surya Djahisa served as Head of Finance of the Langkat Regency Government appointed KAP Hasnil M. Yasin & Rekan to compile changes in income tax rates for Article 21 Income Tax for fiscal years 2001 and 2002 to be adjusted to the new tariffs. Langkat Regency Government receives compensation or restitution funds of Rp. 5.9 billion. And according to the agreement letter, KAP Hasnil M. Yasin & Rekan received 20% honorium from Rp. 5.9 billion, Rp. 1.19 billion. The defendant received a share of around Rp. 400 million and Surya Djahisa received a share of around Rp. 793 million. As a result, the country suffered a loss of Rp. 1.19 billion. The value of this loss is based on the results of calculations carried out by the North Sumatra Financial and Development Supervisory Agency (BPKP).

The case of violating the attitude of independence conducted by public accountant Justinus Aditya Sidharta, where he made a mistake in auditing the financial statements of PT. Great River International, Tbk. 2003 fiscal year gave rise to a paradigm in which the problem was not able to be read by the public accountant who audited the financial statements or actually had been read by the auditor but the auditor deliberately manipulated it. Bapepam found overstatement on the presentation of sales accounts and accounts receivable in the financial statements as of December 31, 2003, and the addition of the company's fixed assets, especially those related to the use of bond issuance results that cannot be

verified. If the reality of the public accountant is involved in manipulating the financial statements, then the auditor's independence should be questioned again. The purpose of this study is to obtain empirical evidence and analyze the influence of professionalism, organizational culture, leadership style, auditor independence on auditor performance. Spiritual intelligence can moderate the influence of professionalism, organizational culture, leadership style, auditor independence on auditor performance.

LITERATURE REVIEW

Auditor Performance

Performance is the result of an evaluation of the work that has been done compared to the criteria that have been set along with the direction of the process and the results achieved. The definition of performance or performance is the work that can be achieved by a person or group of people in a company in accordance with the authority and responsibility of each in an effort to achieve company goals legally, not violating the law and not contrary to morals or ethics when associated with performance as noun (noun) where one of the entries is the result of a thing done. Mangkunegara (2005: 67) states that performance comes from the word job performance or actual performance (work performance or actual achievement achieved by someone), namely the work results in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Mangkuprawira (2007) states that performance comes from the word work performance (performance).

Gorda (2004) states that performance is an employee who is related to his duties and responsibilities to the organization based on spiritual intelligence, intelligence, emotional and intelligence to transform obstacles into opportunities and physical skills that are directed to the use of resources provided by organizations that contribute their work. Bastian (2001) argues

that performance is an illustration of efforts to realize the goals, objectives, mission, and vision of the organization through the level of achievement of tasks in an organization. The measure used in determining performance is a description of the level of achievement of the goals and objectives that have been determined by considering indicators of input (input), output (output), results (outcomes), benefits (benefits), and impacts (impacts) measured by quantitative measures and qualitative.

In carrying out its functions, auditors often experience conflicts of interest with company management. Management may want the company's performance to look successful which is reflected through higher profits with the intention of creating an award. To achieve these objectives it is not uncommon for company management to put pressure on the auditor so that the auditor's financial statements are produced in accordance with the wishes of the client. In this situation the auditor experiences a dilemma. On the one hand, if the auditor follows the client's wishes, he violates professional standards, but if the auditor does not follow the client, the client can stop the assignment or change the auditor's accounting firm.

Professionalism

Professionalism and professionalism can be conceptually distinguished. "Professionalism is a type of work that meets several criteria, while professionalism is an important individual attribute without seeing a job as a profession or not" (Kalbers and Fogarty, 1995). The term professionalism comes from the word profession which means a job that requires knowledge, including science, skills and methods. Professionals are abilities that are based on a high level of knowledge and special training, creative thinking power to carry out tasks that are in accordance with their fields of expertise and profession. Professionals are people who undergo professions according to their expertise. In this case, a professional is trusted and can

be relied upon in carrying out his work so that it can run smoothly, well and bring the expected results.

Organizational culture

In the literature organizational culture theory has been defined in various varieties by various experts. According to Hofstede (1990: 4), every human being brings a mental program that is formed early, from childhood in the family environment, in the school and organization environment. Hofstede (1990: 15):

1. Work-oriented results, namely the extent to which management focuses on work results rather than attention to the techniques and processes used to achieve these results.
2. People-oriented, namely the extent to which management decisions take into account the effects of results on people in the organization.

According to Greenberg and Baron (2003) give the view that there are several functions of Organizational Culture including:

- a) Culture provides a sense of identity
The clearer perceptions and values shared by the organization are defined, the stronger people can be united with the organization's mission and feel an important part of it.
- b) Culture evokes commitment to the organization's mission
For people it is sometimes difficult to think beyond their own interests, how much they will know themselves. If there is a strong culture, people feel that they are part of a large part of the organization and are involved in the overall work of the organization.
- c) Culture clarifies and reinforces standards of behavior

The culture of guiding words and deeds of work, makes clear what must be done and words in certain situations are especially useful for newcomers. Culture seeks stability for behavior, both in the hope of what different individuals must do at the same time. A company with a strong culture

supports customer satisfaction; workers have guidelines on how to behave.

Leadership Style

Leadership in organizations is a factor that determines the success or failure of an organization in achieving goals. Leadership is the ability to influence a group for the achievement of goals. Leadership plays a central role in trying to understand group behavior, because it is the leader who usually gives direction to pursue a goal (Robbins and Judge, 2009). Gorda (2004) states that the nature or character or way of someone in fostering and moving a person or group of people to be willing, committed, and loyal to carry out activities in accordance with their duties and responsibilities to achieve company goals is leadership. Public Accounting Firms in carrying out their activities are required to have leaders who are reliable and able to anticipate the future and can take advantage of existing changes.

The leader is a "head" or boss of a group of people, but the way of thinking and acting is based on formal leadership solely does not necessarily produce effective leadership. Therefore a leader should have acceptability among subordinates, not because of appointments or appointments, but because of the quality of leadership that is felt to encourage spirit and morale in a democratic climate throughout the body of the organization. In practice, each leader has a different style in carrying out his duties, which in this case moves his subordinates to perform tasks in order to achieve organizational goals.

Taryadi (2002) states that directive leadership style is a leadership style that shows the involvement of leaders in one-way communication, determines the role of subordinates, and tells subordinates what to do, where and how to do it and is strict in overseeing the implementation of tasks. The directive leadership style is measured from dimensions: replacing subordinates who are not obedient to those who are more obedient, always checking the performance

of subordinates both their discipline and seriousness in work, and giving sanctions to subordinates who are at odds with their colleagues. Supportive leadership style is a leadership style that refers to the involvement of leaders in two-way communication, listening, encouraging, and involving followers in problem solving and decision making. Supportive leadership styles are measured from dimensions: helping new employees to interact, helping subordinates to carry out their duties, and trying to know and understand the desires and aspirations of subordinates.

Independence

Mulyadi (2002: 26) Independence means mental attitude that is free from influence, not controlled by other parties and not dependent on others. Independence also means the existence of honesty in the auditor in considering the facts and the existence of objective considerations that are impartial in the auditor's self in formulating and expressing their opinions. According to Hery (2010: 73) what is meant by the independence of an auditor is that the auditor must be independent and separate from the various activities examined. The auditor is considered independent if he can carry out his work freely and objectively. The independence of auditors is very important especially in providing impartial judgments.

Based on the above understanding, conclusions can be drawn from the notion of independence, namely an impartial attitude (neutral) of an auditor who is not controlled by another party. Independence means that public accountants are not easily influenced by the interests of various parties. Public accountants are obliged to be honest with stakeholders. Maintaining independent behavior for auditors in fulfilling their responsibilities is very important, but even more important is that users of financial statements have confidence in the independence itself.

Spiritual Intelligence

There are two different views regarding SQ, namely SQ religiosity and SQ non religiosity. SQ is intelligence to deal with the problems of meaning and value, namely placing behavior and human life in the context of broader and richer meanings, and assessing that a person's actions or way of life are more meaningful than others. Ginanjar (2001) states that SQ does not have to be related to religion, because SQ is the intelligence of the soul that can help a person build himself intact where SQ does not depend on culture or values. Buzan in Satrio (2007) states that spiritual intelligence is a person's ability to give meaning to life where people who have SQ are characterized by often doing good, helping, forgiving, being able to choose happiness, feeling a noble mission.

SQ according to Sufnawan (2008) is also called Religious Quotient (religious intelligence or spiritual intelligence), because in its application SQ cannot be separated from one's religious beliefs even though between religions have different concepts about the form of SQ, but the essence is the same namely belief in existence and God's participation in every activity of human life.

MATERIALS & METHODS

This type of research is Causal Associative research, namely research that aims to analyze the possibility of causal relationships. Independent variables (influencing variables) and dependent variables (influenced) (Sugiyono, 2012). This study uses hypothesis testing (hypotheses testing) to test whether there are influences between the variables to be examined, namely the dependent variable in the form of auditor performance with independent variables are professionalism, organizational culture, leadership style, auditor independence, and moderating variables are spiritual intelligence. This study uses primary data, namely data

obtained directly through field studies using a questionnaire consisting of several statements. This research was conducted at the Public Accountant Office in Medan for all auditors. The sample of this study is all members of the study population or also called saturated sampling or census. The population in this study were auditors working in 21 (twenty one) Public Accountant Offices in Medan, both the head office and the branch based on the IAPI Directory in 2016. Respondents consisted of AP Associates: 32 People and Staff Auditors: 98 People. AP colleagues were not involved in the research process, so they were not taken as members of the study population, so the distribution of the study population was only auditor staff of 98 people. The measuring scale used in this study uses an interval measuring scale. Measurements using the interval scale reflect the Likert attitude scale. Likert scale is one part of the attitude scale based on the summation of the attitude of respondents in responding to statements relating to indicators of a concept or variable being measured. In this study using Smart - Partial Least Square (PLS) software tools. PLS is a model of Structural Equation Modeling (SEM) based on components or variants. According to Ghazali (2006), PLS is an alternative approach that shifts from a covariant-based SEM approach to variant based

Statistical Analysis

Composite Reliability Test

Composite reliability is a block of indicators that measures a construct can be evaluated. Ghazali (2015) states that a latent variable has high reliability if the composite reliability value is above 0.60.

Based on the conceptual framework of this study, it can be presented a path diagram / path diagram of the relationship between variables processed through the Smart PLS application v. 3.0, as follows:

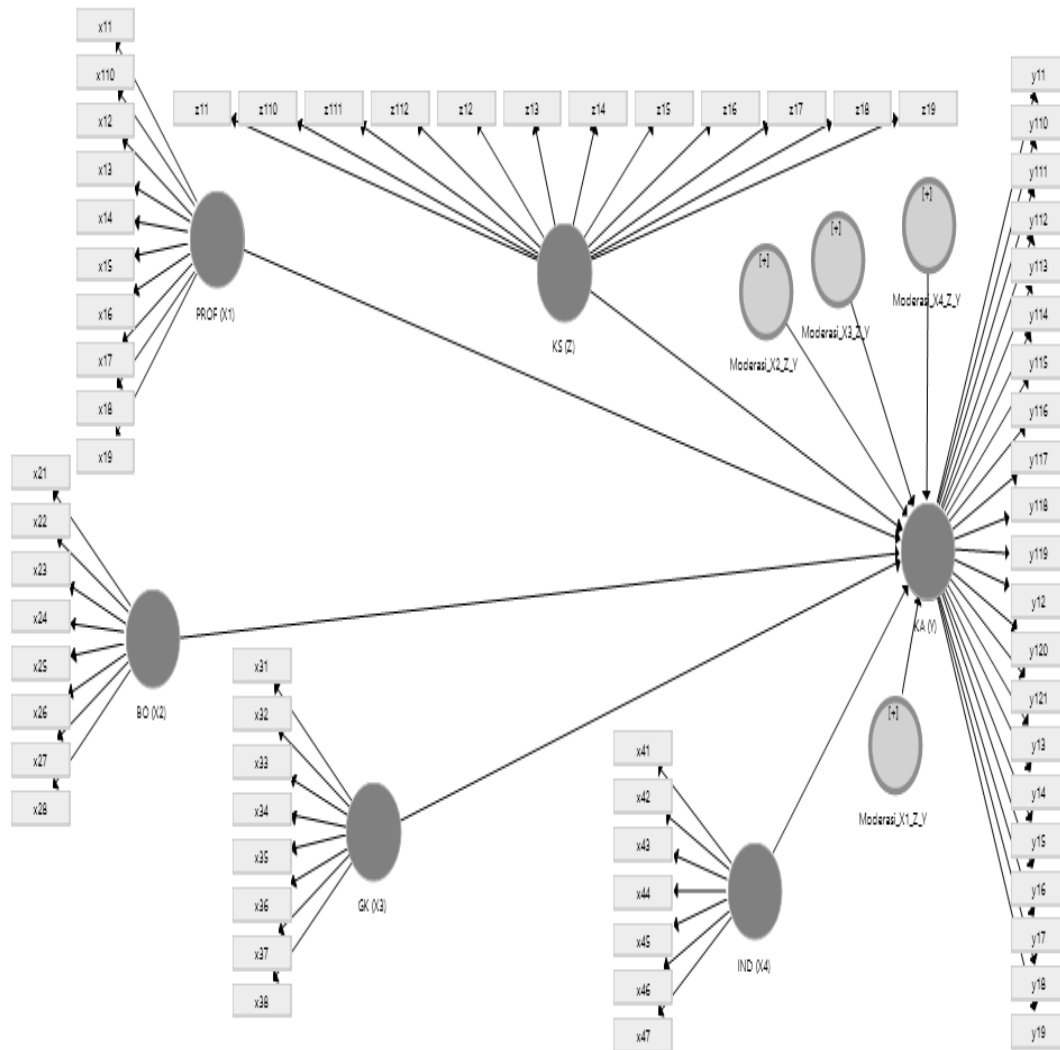


Figure 1 Path Effect Chart of Professionalism, Organizational Culture, Leadership Style and Auditor Independence on Auditor Performance with Spiritual Intelligence as Moderating Variables

From the picture above, it is converted into the equation as follows:

$$\text{Auditor Performance} = \gamma_1 \text{ Professionalism} + \gamma_2 \text{ Organizational Culture} + \gamma_3 \text{ Leadership Style} + \gamma_4 \text{ Independence} + \omega_1 \text{ Spiritual Intelligence}$$

Where :

$\gamma_1, \gamma_2, \gamma_3, \gamma_4$ = Path coefficient
 ω_1 = Moderating effect path coefficient

Data Quality Test Results

The number of degrees of freedom (df) in this study is $N-2 = 98-2 = 96$ with a significance level of 5%, then the r table for testing the validity in this study is 0.361.

Test the Validity of Auditor Performance Instruments

Table 1. Test Results for Validity of Variable Auditor Performance (Y)

Question	r count	r table	Validity
1	0.847	0,361	Valid
2	0.846	0,361	Valid
3	0.885	0,361	Valid
4	0.785	0,361	Valid
5	0.396	0,361	Valid
6	0.831	0,361	Valid
7	0.698	0,361	Valid
8	0.857	0,361	Valid
9	0.57	0,361	Valid
10	0.894	0,361	Valid
11	0.913	0,361	Valid
12	0.792	0,361	Valid
13	0.785	0,361	Valid
14	0.854	0,361	Valid
15	0.911	0,361	Valid
16	0.882	0,361	Valid
17	0.928	0,361	Valid
18	0.878	0,361	Valid
19	0.804	0,361	Valid
20	0.754	0,361	Valid
21	0.693	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on table 1, it can be seen that the results of the Validity test show all Questions are valid because $r \text{ count} > r \text{ table}$ at a significance level of 5%, meaningful variable auditor performance with items Question number 1 to 21 Question can be concluded that it passed the Validity test.

Validity Test for Instruments of Professionalism

Table 2. Results of Test Validity of Professionalism Variables (X1)

Question	r count	r table	Validity
1	0.896	0,361	Valid
2	0.886	0,361	Valid
3	0.895	0,361	Valid
4	0.884	0,361	Valid
5	0.871	0,361	Valid
6	0.892	0,361	Valid
7	0.794	0,361	Valid
8	0.922	0,361	Valid
9	0.821	0,361	Valid
10	0.755	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on table 2. it can be seen that the Validity test results show all Questions are valid because $r \text{ count} > r \text{ table}$ at a significance level of 5%, meaningful variable auditor performance with items Question number 1 to 10 Question can be concluded that it passed the Validity test.

Test the Validity of Organizational Culture Instruments

Table 3. Test Results for Variable Validity of Organizational Culture (X2)

Question	r count	r table	Validity
1	0.867	0,361	Valid
2	0.719	0,361	Valid
3	0.707	0,361	Valid
4	0.763	0,361	Valid
5	0.858	0,361	Valid
6	0.768	0,361	Valid
7	0.737	0,361	Valid
8	0.864	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on table 3. it can be seen that the results of the Validity test show all Questions are valid because $r \text{ count} > r \text{ table}$ at a significance level of 5%, meaningful variable auditor performance with items Question number 1 to 8 Question can be concluded passed the Validity test.

Test the Validity of Leadership Style Instruments

Table 4. Test Results for Validity of Leadership Style Variables (X3)

Question	r count	r table	Validity
1	0.897	0,361	Valid
2	0.96	0,361	Valid
3	0.899	0,361	Valid
4	0.854	0,361	Valid
5	0.859	0,361	Valid
6	0.768	0,361	Valid
7	0.94	0,361	Valid
8	0.835	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on 4 it can be seen that the results of the Validity test show all Questions are valid because $r \text{ count} > r \text{ table}$ at a significance level of 5%, meaningful variable auditor performance with items Question number 1 to 8 Question can be concluded to be passed the Validity test.

Test the Validity of the Independence Instrument

Table 5. Test Results for Validity of Variable Independence (X4)

Question	r count	r table	Validity
1	0.902	0,361	Valid
2	0.765	0,361	Valid
3	0.919	0,361	Valid
4	0.823	0,361	Valid
5	0.851	0,361	Valid
6	0.917	0,361	Valid
7	0.802	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on table 5, it can be seen that the results of the Validity test show all Questions are valid because $r \text{ count} > r \text{ table}$ at a significance level of 5%, meaningful variable auditor performance with Question number 1 to 7 Question can be concluded that it passed the Validity test.

Test the Validity of Spiritual Intelligence Instruments

Table 6 Test Results for Variable Validity of Spiritual Intelligence (Z)

Question	r count	r table	Validity
1	0.58	0,361	Valid
2	0.656	0,361	Valid
3	0.846	0,361	Valid
4	0.899	0,361	Valid
5	0.844	0,361	Valid
6	0.87	0,361	Valid
7	0.86	0,361	Valid
8	0.776	0,361	Valid
9	0.804	0,361	Valid
10	0.909	0,361	Valid
11	0.838	0,361	Valid
12	0.891	0,361	Valid

Source: Research Results, 2017 (data processed)

Based on table 6, it can be seen that the results of the Validity test show that all Questions are valid because $r_{count} > r_{table}$ at a significance level of 5%, meaningful variable auditor performance with items Question number 1 to 12 Question can be concluded passed the Validity test.

Reliability Test Results

The second stage after the Validity test is the data reliability test. Reliability test is used to find out whether the research questionnaire used is reliable or reliable, which is seen from the value of cronbach's alpha. If the cronbach's alpha value is greater than 0.7, the research questionnaire is declared reliable (Ghozali, 2013). The reliability test results from the research can be seen in Table 7.

Table 7. Reliability Test Results

Variable	Cronbach Alpha	Reliability Limit	Information
Auditor Performance (Y)	0,975	0,70	Reliabel
Spiritual Intelligence (Z)	0,962	0,70	Reliabel
Professionalism (X ₁)	0,970	0,70	Reliabel
Organizational culture (X ₂)	0,936	0,70	Reliabel
Leadership Style (X ₃)	0,967	0,70	Reliabel
Independence (X ₄)	0,956	0,70	Reliabel

Source: Research Results, 2017 (data processed)

From the data in table 7 above, it can be seen that the results of the reliability test show the value of cronbach's alpha for each variable is Auditor Performance (Y) with a value of 0.975, Spiritual Intelligence (Z) with a value of 0.962, Professionalism (X₁) with a value of 0.970, Organizational Culture (X₂) with a value of 0.936, Leadership Style (X₃) with a value of 0.967, and Independence (X₄) with a value of 0.956. The value produced by each of these variables is greater than 0.70 so it can be stated that the instrument is reliable or reliable.

RESULT

Descriptive statistics

In this study the dependent variable is auditor performance, the independent variables are professionalism, organizational culture, leadership style, and independence, while spiritual intelligence as a moderating variable. Table 8 describes the minimum value, maximum value, average value and standard deviation of each variable in this study.

Table 8. Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Auditor Performance (Y)	98	2.52	5.00	3.6652	.40212
Spiritual Intelligence (Z)	98	2.42	4.83	3.6267	.43214
Professionalism (X ₁)	98	3.00	5.00	4.0204	.38742
Organizational culture (X ₂)	98	1.63	4.63	3.3724	.39771
Leadership Style (X ₃)	98	1.88	5.00	3.8189	.47729
Independence (X ₄)	98	3.00	5.00	4.0364	.46656
Valid N (listwise)	98				

Source: Research Results, 2017 (data processed)

The amount of research data (N) is 98 respondents. Each variable has a minimum value, maximum value, mean value and varying standard deviation values.

1. Performance Auditor (Y) has a minimum value of 2.52 and a maximum value of 5.00. The average value is 3.6652, this shows that the average Performance Auditor owned by the auditor staff of the public accounting firm in Medan has a pretty good

performance and the standard deviation value is 0.40212.

2. Spiritual Intelligence (Z) has a minimum value of 2.42 and a maximum value of 4.83. The average value is 3.6267, this shows that the average Spiritual Intelligence possessed by the auditor staff of public accounting firms in Medan has very good intelligence and a standard deviation value of 0.43214.

3. Professionalism (X1) has a minimum value of 3.00 and a maximum value of 5.00. The average value is 4,0204, this shows that the average Professionalism owned by the auditor staff of the public accounting firm in Medan has professionalism which is very good in carrying out their duties and the standard deviation value is 0,38742.

4. Organizational culture (X2) has a minimum value of 1.63 and a maximum value of 4.63. The average value is 3.3724, this shows that the average Organizational culture held by the auditor staff of public accounting firms in Medan has excellent Organizational culture in the work environment and a standard deviation value of 0.39771.

5. Leadership Style (X3) has a minimum value of 1.88 and a maximum value of 5.00. The average value is 3.8189, this shows that the average Leadership Style owned by the auditor staff of public accounting firms in Medan has a Leadership Style that is very good at carrying out its tasks and the standard deviation value is 0.39771.

6. Independence (X4) has a minimum value of 3.00 and a maximum value of 5.00. The average value is 4.0364, this shows that the average Independence owned by the auditor staff of the public accounting firm in Medan has a very good Independence in carrying out their duties and the standard deviation value is 0.46656.

Description of Research Data

The number of questionnaires distributed by researchers to respondents was 98 questionnaires addressed to the auditor staff of the Public Accountant Office in Medan. After waiting for 14 working days, the questionnaire returned by the respondents to the researchers amounted to 98 questionnaires so that there were no questionnaires not returned by the respondents. (Table 9)

Table 9. Questionnaire Return Rate

Description	total	Percentage
Distributed questionnaire	98	100%
Questionnaire that doesn't return	0	0%
Returning questionnaire	98	100%
Fall / incomplete questionnaire	0	0%
Questionnaire that cannot be used	0	0%

Source: Research Results, 2017 (data processed)

Characteristics of Respondents

Based on the research data obtained from respondents, it can be seen about the demographics of the research respondents consisting of:

1. Gender, classification, namely: male and female
2. Age, classification, namely: <26 years, 26 - 35 years, 35 - 45 years, 45 - 55 years, and> 55 years.
3. Education level, the classification is: D3, Strata-1 and Strata-2.
4. Working Period, the classification is: <1 Year, 1 - 5 Years, 6 - 10 Years, 11-15 Years, and> 15 Years.
5. Position, classification, namely: Junior Auditor, Senior Auditor and Supervisor.

The following is an overview of the demographics of the respondents which can be seen in Table 10.

Table 10 .Demographics of Respondents

Profile of Respondents	Category	total	Percentage
Gender	Male	47	48%
	Female	51	52%
Age	< 26 Years	70	71%
	26 – 35 Years	26	26%
	35 – 45 Years	1	1%
	45 – 55 Years	1	1%
	> 55 Years	0	0
Level of education	D-3	11	10%
	S-1	71	72%
	S-2	16	16%
Years of service	< 1 Year	0	0%
	1 – 5 Years	97	98%
	6 – 10 Years	1	1%
	11 – 15 Years	0	0%
	> 15 Years	0	0%
Position	Junior Auditor	68	69%
	Senior Auditor	23	23%
	Supervisor	7	6%

Source: Research Results, 2017 (data processed)

Processing Data with Partial Least Squares (PLS)

a. Evaluation of Outer Model (Measurement Model)

1. Test Validity with Outer Loading Values and Average Variance Extract (AVE)
Convergent Validity is part of the measurement model in the SEM-PLS usually referred to as the outer model whereas in covariance-based SEM it is called confirmatory factor analysis (CFA) (Mahfud and Ratmono, 2013: 64). There are

two criteria to assess whether the outer model (measurement model) meets the convergent Validity requirements for reflective constructs. Outer loading between 0.40-0.70 must be considered to be maintained (Mahfud and Ratmono, 2013: 66). Indicators with a loading below 0.40 must be removed from the model. But for indicators with a loading between 0.40 and 0.70, we should analyze the impact of the decision to remove these indicators on average variance extracted (AVE) and composite reliability. We can remove the indicator by loading between 0.40 and 0.70

if the indicator can increase average variance extracted (AVE) and composite reliability above the threshold (treshold) (Mahfud and Ratmono, 2013: 67). The limit value of AVE is 0.50 and composite reliability is 0.7. Another consideration in removing indicators is the impact on the content validity of the construct. Indicators with small loading are sometimes maintained because they have a contribution to the validity of construct content (Mahfud and Ratmono, 2013: 67). Figure 2 presents a research model. The research model is presented in Smart PLS3 software.

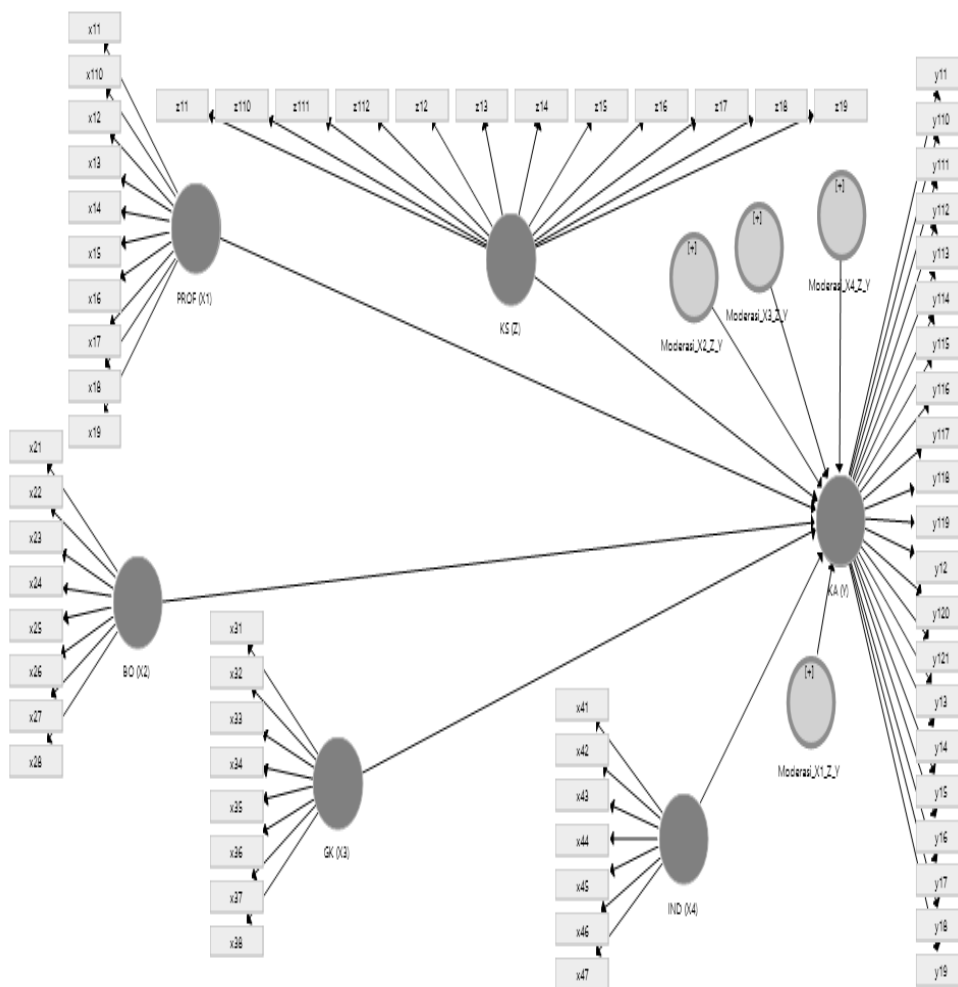


Figure 2 . Research Model

Figure 3 presents the smartPLS output which presents loading values for each indicator. It is known that all loading values are above 0.4, which means it has fulfilled the Validity loading requirements.

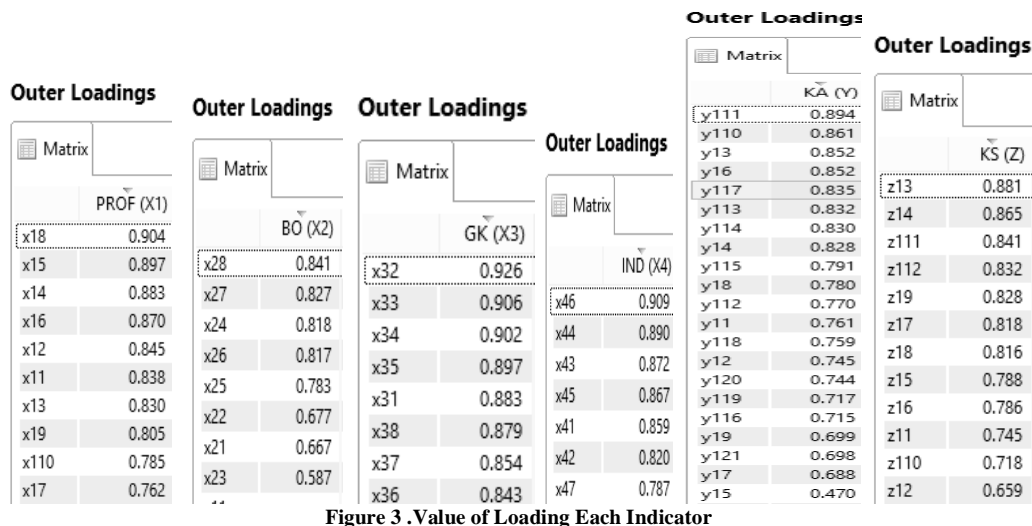


Figure 3. Value of Loading Each Indicator

Based on Figure 3, it is known:

- The number of indicators of Professionalism is 10. The entire loading value of the indicator in the Professionalism variable is above 0.4, which means that it meets the Validity requirement based on the loading value.
- The number of indicators from Organizational culture is 8. It is known that all the loading values of the indicators in the Organizational culture variable are above 0.4, which means that they meet the Validity requirement based on the loading value.
- The number of indicators from the Leadership Style is 8. It is known that all the loading values of the indicators in the Leadership Style variable are above 0.4, which means that they meet the Validity requirements based on the loading value.
- The number of indicators from Independence is 7. It is known that the entire loading value of the indicator in the Independence variable is above 0.4, which means that it meets the Validity requirement based on the loading value.
- The number of indicators from the Performance Auditor is 21. It is known that all the loading values of the indicators on the Performance Auditor variable are above 0.4, which means that they meet the Validity requirements based on the loading value.
- Number of indicators of Spiritual Intelligence as much as 12. It is known that all loading values of the indicators in the Spiritual Intelligence variable are above 0.4, which means that they have met the Validity requirement based on the loading value.



Figure 4. Value of Average Variance Extracted (AVE) of Each Variable

To test the validity with AVE, the recommended AVE value is 0.5. Based on Figure 4, it is known that all AVE values are above 0.5.

a. Cronbach Alpha Value Evaluation and Composite Reliability (Reliability)

Reliability evaluation was assessed based on Cronbach's alpha and composite reliability. Figure 5 and Figure 6 present the cronbach

alpha values and composite reliability for each latent variable. The recommended cronbach alpha value is above 0.7. While the composite reliability limit value is above 0.7.

Based on Figure 5, it shows that the Cronbach Alpha value is entirely above 0.7, while the Composite Reliability value of all variables is also above 0.7 (Figure 6).

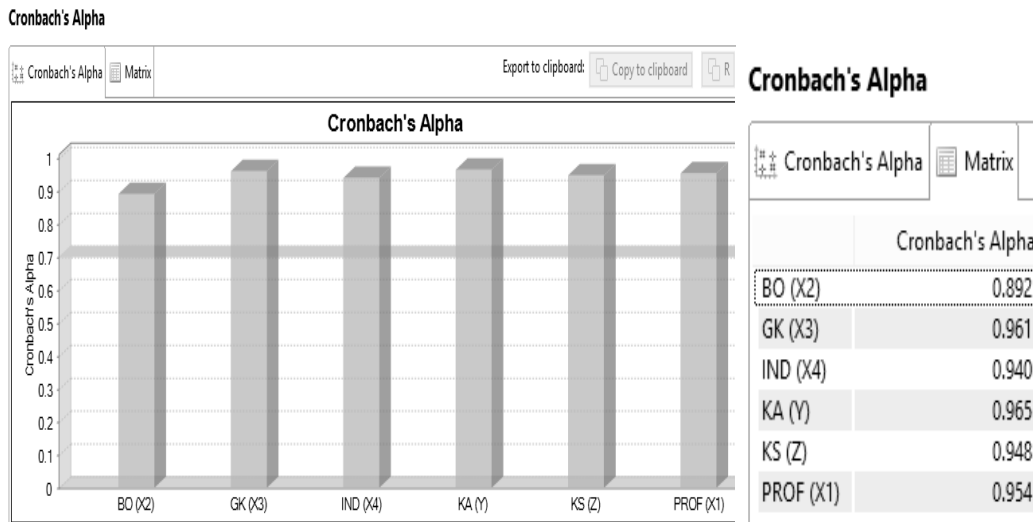


Figure 5. Cronbach Alpha Value for Each Variable

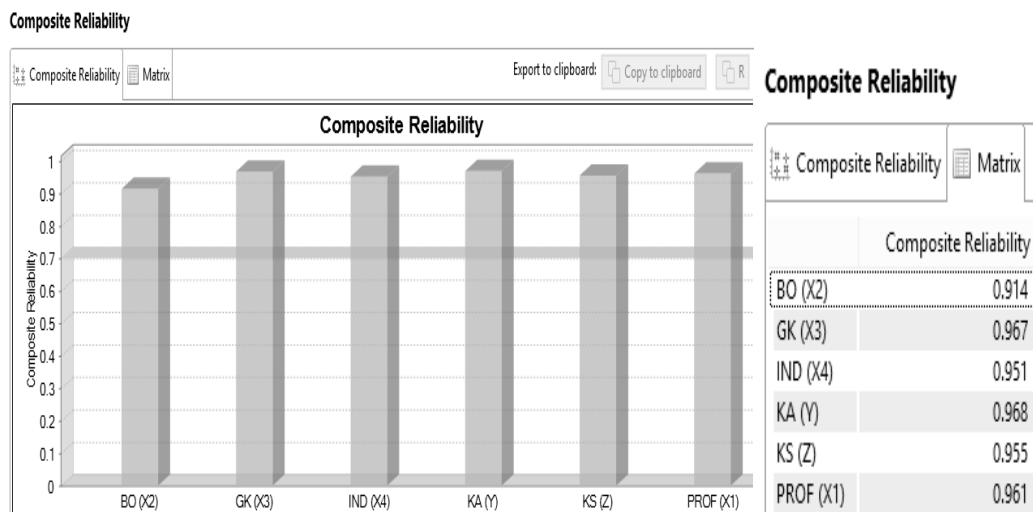


Figure 6. Composite Reliability Value of Each Variable

Hypothesis Testing Direct Effects (Inner Model)

Figure 7 presents the path coefficient value and the P-Values value for testing the significance of direct influence.

Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
BO (X2) -> KA (Y)	0.284	0.302	0.103	2.765	0.006
GK (X3) -> KA (Y)	0.305	0.294	0.113	2.693	0.007
IND (X4) -> KA (Y)	0.188	0.179	0.094	2.001	0.046
PROF (X1) -> KA (Y)	0.237	0.241	0.119	1.999	0.046

Figure 7. Value of Path Coefficients and Significance Testing

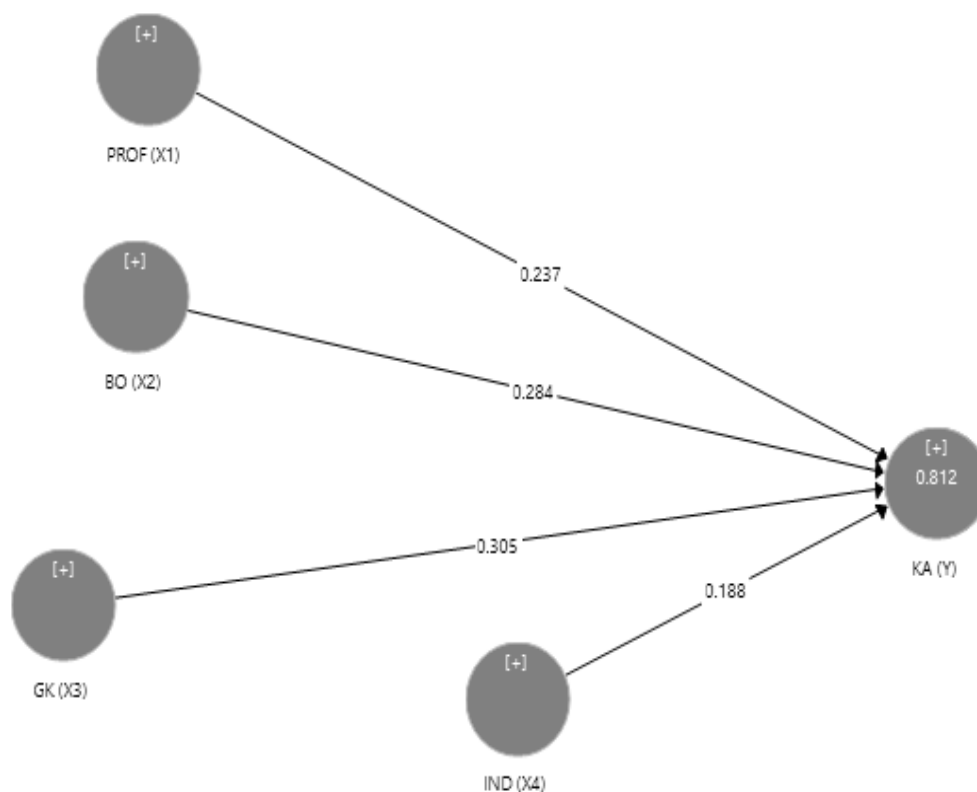


Figure 8. Inner Model

Based on Figure 7 and Figure 8, it is known:

➤ The value of the path coefficient of Professionalism against Performance Auditors is positive, which is 0.237. Because the value of track coefficient is positive, it means that Professionalism has a positive effect on the Performance Auditor. Based on Figure 7, it is known that the P-Values value of Professionalism against Performance Auditors is 0.046 < 0.05, so Professionalism has a significant effect on Performance Auditors.

- The path coefficient value of the Organizational culture for Performance Auditors is positive, which is 0.284. Because the value of path coefficient is positive, it means Organizational culture has a positive effect on the Performance Auditor. Based on Figure 7, it is known that the P-Values value of the Organizational culture for Auditor Performance 0.006 < 0.05, then the Organizational culture has a significant effect on the Performance Auditor.
- The path coefficient value of the Leadership Style for Performance

Auditors is positive, which is 0.305. Because the value of track coefficient is positive, it means that the Leadership Style has a positive effect on the Performance Auditor. Based on Figure 7, it is known that the P-Values value of the Leadership Style for Auditor Performance is $0.007 < 0.05$, so the Leadership Style has a significant effect on the Performance Auditor.

- The value of the path coefficient of Independence on Performance Auditors is positive, which is 0.188. Because the value of path coefficient is positive, it means that Independence has a positive effect on the Performance Auditor. Based on Figure 7, it is known that the P-Values value of the Performance Independence of the Auditor is $0.046 < 0.05$, so Independence has a significant effect on the Performance Auditor.

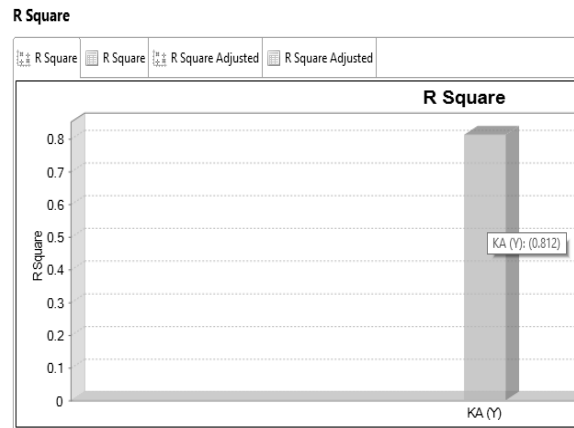


Figure 9. Coefficient of Determination

Based on Figure 9, the determination coefficient value is 0.812. This value can be interpreted Professionalism, Organizational culture, Leadership Style, and Independence simultaneously / jointly affect the Performance Auditor by 81.2%, the remaining 18.8% is influenced by other factors.

Table 11. Hypothesis Testing Results Direct Impact (Inner Model)

No.	Hipotesis	Hasil Interpretasi		Sig (<0,05)	Keputusan diterima/ditolak
		Original Sample	P.Values		
1.	Profesionalisme (X1) -> Kinerja Auditor (Y)	0,237	0,046	Sig	Diterima
2.	Budaya Organisasi (X2) -> Kinerja Auditor (Y)	0,284	0,006	Sig	Diterima
3.	Gaya Kepemimpinan (X3) -> Kinerja Auditor (Y)	0,305	0,007	Sig	Diterima

Moderation Testing (Residual Test)

The following are the results for testing Spiritual Intelligence in moderating the relationship between Professionalism, Organizational culture, Leadership Style, and Independence of Auditor Performance

Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
KS (Z) -> KA (Y)	-0.028	-0.030	0.025	1.115	0.265
Moderasi_X1_Z -> KA (Y)	0.627	0.633	0.078	8.028	0.000
PROF (X1) -> KA (Y)	0.279	0.268	0.080	3.514	0.000

Figure 10. Test of Significance of Spiritual Intelligence in Moderating the Relationship of Professionalism to Performance Auditors

Based on Figure 10, it is known that the P-Values value for Moderasi_X1_Z -> KA (Y) is $0,000 < 0.05$, so Spiritual Intelligence is significant in moderating the relationship between Professionalism and Performance Auditors.

Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
BO (X2) -> KA (Y)	0.241	0.275	0.116	2.084	0.038
KS (Z) -> KA (Y)	0.677	0.642	0.120	5.633	0.000
Moderasi_X2_Z_Y -> KA (Y)	-0.033	-0.035	0.020	1.617	0.107

Figure 11. Test of Significance of Spiritual Intelligence in Moderating the Relationship of Organizational Culture to Performance Auditors

Based on Figure 11, it is known that the P-Values value for Moderasi_X2_Z_Y -> KA (Y) is $0.107 > 0.05$, so Spiritual Intelligence is not significant in moderating the relationship between Organizational culture towards Auditor Performance.

Path Coefficients						
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Export
GK (X3) -> KA (Y)	0.323	0.319	0.107	3.022	0.003	
KS (Z) -> KA (Y)	0.590	0.593	0.100	5.911	0.000	
Moderasi_X3_Z_Y -> KA (Y)	-0.042	-0.043	0.029	1.451	0.148	

Figure 12. Test of Significance of Spiritual Intelligence in Moderating the Relationship of Leadership Style to Performance Auditors

P-Values value for Moderasi_X3_Z_Y -> KA (Y) is $0.148 > 0.05$, so Spiritual Intelligence is not significant in moderating the relationship between Leadership Style to Auditor Performance.

Path Coefficients						
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Export to clip
IND (X4) -> KA (Y)	0.258	0.253	0.073	3.513	0.000	
KS (Z) -> KA (Y)	0.667	0.668	0.075	8.944	0.000	
Moderasi_X4_Z_Y -> KA (Y)	-0.031	-0.034	0.027	1.140	0.255	

Figure 13. Test of Significance of Spiritual Intelligence in Moderating Independence Relationships to Performance Auditors

The P-Values value for Moderasi_X4_Z_Y -> KA (Y) is $0.255 > 0.05$, so Spiritual Intelligence is not significant in moderating the relationship between Independence and Auditor Performance.

Table 12. Moderation Test Results (Residual Test)

No.	Hipotesis	Hasil Interpretasi		Sig (<0,05)	Keputusan diterima/ditolak
		Original Sample	P.Values		
1.	Moderasi_X1_Z -> Kinerja Auditor (Y)	0,279	0,000	Sig	Diterima
2.	Moderasi_X2_Z_Y -> Kinerja Auditor (Y)	-0,033	0,107	Sig	Ditolak
3.	Moderasi_X3_Z_Y -> Kinerja Auditor (Y)	-0,042	0,148	Sig	Ditolak

DISCUSSION

The results of testing the first hypothesis can be concluded that Professionalism, Organizational culture, Leadership Style and Independence significantly influence the Performance Auditor. Professionalism, Organizational culture, Leadership Style and Independence have a positive and significant effect on the Performance Auditor. The results of testing the second hypothesis explain that Spiritual Intelligence is a moderating variable only able to strengthen the influence of

Professionalism on the Performance Auditor. But Spiritual Intelligence cannot be a moderating variable that affects Organizational culture, Leadership Style and Independence of the Performance Auditor.

CONCLUSION

Based on the analysis and discussion in the previous section, conclusions can be drawn as follows:

1. Simultaneously Professionalism, Organizational culture, Leadership Style, and

Independence have an influence on Auditor Performance in public accounting firms in Medan, partially Professionalism, Organizational culture, Leadership Style, and Independence each have a positive and significant influence on Performance Auditors.

2. The residual test results show Spiritual Intelligence can moderate Professionalism towards the Performance Auditor. But Spiritual Intelligence cannot be a moderating variable that affects Organizational culture, Leadership Style and Independence of the Performance Auditor.

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