
	Gema WIRALODRA
	Editor-in-Chief: Yudhi Mahmud
	Publisher: Universitas Wiralodra

The effect of competence, independence, and motivation on the quality of local government internal audit in regional financial supervision at the East Java Provincial Inspectorate

Anna Dewi Debora Silitonga^a, Sundjoto^b, Sri Rahayu^c

^aSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia, annadewi94@gmail.com

^bSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia

^cSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia

To cite this article:

Silitonga, A.D.D., Sundjoto & Rahayu, S. (2024). The effect of competence, independence, and motivation on the quality of local government internal audit in regional financial supervision at the East Java Provincial Inspectorate. *Gema Wiralodra*, 15(1), 472-584.

To link to this article:

<https://gemawiralodra.unwir.ac.id/index.php/gemawiralodra/issue/view/24>

Published by:

Universitas Wiralodra

Jln. Ir. H. Juanda Km 3 Indramayu, West Java, Indonesia

The effect of competence, independence, and motivation on the quality of local government internal audit in regional financial supervision at the East Java Provincial Inspectorate

Anna Dewi Debora Silitonga^{a*}, Sundjoto^b, Sri Rahayu^c

^aSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia, annadewi94@gmail.com

^bSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia

^cSekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya, Indonesia

*Correspondence: annadewi94@gmail.com

Abstract

This research investigates the influence of competence, independence and motivation on the quality of internal audits carried out by the East Java Provincial Inspectorate in the context of regional financial supervision. This study uses a quantitative approach. The population in this study was all 53 East Java Province Inspectorate auditors. Sampling in this research was a total sampling technique. The data collection method used in this research is by using a questionnaire. The data analysis technique in this research is regression analysis. This research finds a significant and positive influence of competence on internal audit quality, indicating that a higher level of competence among auditors contributes to more effective financial supervision. Independence also shows a positive and significant influence on audit quality, emphasizing the importance of auditor impartiality and autonomy in ensuring a rigorous audit of financial processes. Additionally, motivation shows a positive and significant impact on audit quality, underscoring the role of intrinsic drive in driving a proactive and holistic approach to financial oversight. These findings highlight the interaction of these factors in improving the effectiveness of internal audit in the East Java Provincial Inspectorate, explaining important dimensions that contribute to the overall quality of regional financial supervision practices. This research can contribute to academic literature in the field of internal audit, especially in the context of local government.

Keywords: Competence, Independence, Motivation, Internal Audit Quality, Regional Financial Supervision, East Java Provincial Inspectorate.

1. Introduction

Public demands for clean and KKN-free governance require the implementation of good supervisory functions by auditors over the implementation of government. Internal government supervision is an important management function in the administration of government. Through internal supervision, it can be known whether a government agency has carried out activities in accordance with its duties and functions effectively and efficiently, and in accordance with plans, established policies, and provisions. To be able to conduct audits properly according to standards, in addition to an auditor must be independent, what must be met by an auditor is to have competence.

The implementation of inspection/supervision in government internal audits is carried out by the Government Internal Supervision Apparatus (APIP), namely the Inspectorate. In accordance with the provisions of Government Regulation Number 41 of 2007, the Inspectorate as a regional apparatus under the Governor has a mandate to carry out functional supervision over the performance of Local Government organizations. The entire process of auditing, reviewing, evaluating, monitoring, and other supervisory activities on the implementation of the duties and functions of the organization is the duty of internal supervisors. The role and function of the Provincial, District/City Inspectorate are generally regulated in article 4 of the Minister of Home Affairs Regulation No. 64 of 2007.

When conducting an audit, auditors are required to be able to produce quality audit reports. Quality audit results are something that auditors must achieve in every audit process.

Quality audit results are really needed by interested parties because they can be relied on by users as a basis for decision making (Agusti & Pertiwi, 2013).

Audit quality is a possibility (shared probability) that the auditor will find and report violations in his client's accounting system (Herawati & Selfia, 2019). Good audit quality will produce reliable financial reports as a basis for decision making. The possibility that an auditor will discover a misstatement depends on the quality of the auditor's understanding, while the act of reporting a misstatement depends on the auditor's independence. Audit quality is determined by two things, namely competence and independence (Mutiara, 2018). Meanwhile, measuring audit quality requires a combination of process and results. In the public sector, the Government Accountability Office (GAO), defines audit quality as compliance with professional standards and contractual obligations during an audit (Hasibuan, 2023).

One of the behavioral standards and guidelines for all internal auditors is competency. Competency is related to adequate education and experience that internal auditors have in the fields of auditing and accounting. In carrying out audits, internal auditors must act as experts in the fields of accounting and auditing. Achieving expertise begins with formal education, which is further expanded through experience in audit practice. In addition, internal auditors must undergo technical training that covers technical aspects as well as general education. Internal auditors must continue to follow developments in business and the profession. Internal auditors are required to study, understand and apply new provisions in established accounting principles and audit standards.

An independent attitude is expected from a public accountant so that he does not have personal interests in carrying out his duties. Therefore, it makes sense that to produce a quality audit requires an independent attitude from the auditor. Because if the auditor loses his independence, the resulting audit report will not be in accordance with the existing reality so it cannot be used as a basis for decision making. So based on this description, it can be concluded that the higher the auditor's independence, the higher the resulting audit quality (Gaol, 2017).

Auditor independence and competence are important in carrying out supervisory functions. With regard to independence, Inspectorate auditors who are government internal auditors are in a vulnerable position to political pressure. Sometimes political intervention can occur if the findings are related to the political field. Apart from that, the role of auditors is very large in eradicating corruption which ultimately brings hopes and risks for the auditors themselves. In other words, the auditor profession is like a double-edged sword. On the other hand, it is hoped that it can create good public governance. On the other hand, the risks that will be faced include dangerous risks such as pressure from the auditee, threats from machetes, psychological threats, and non-dangerous risks such as giving money to the auditee for the reason of transport money, and so on. However, these dangerous or non-hazardous risks should not affect the auditor's independence in making decisions. Responding to this vulnerable position, independent auditors are needed who can withstand financial pressure or intimidation from others. Auditor competence is worthless if it is not independent in collecting and evaluating evidence (Wiguna & Hapsari, 2015).

Auditor performance can also be measured from the employee's ability to complete and complete the tasks given, which means that a performance contains elements of standards that must be achieved by employees for those who have achieved the standards set, it means that employees have good performance. Good or vice versa for those who do not achieve can be categorized as having poor performance. Several factors encourage optimal performance, namely leadership style, motivation, and rewards in the form of compensation and career development training for employees (Budiyanto & Mochklas, 2020).

Therefore, the supervisor must be able to give meaning and be able to carry out his role well, so that the party being supervised feels helped in achieving his vision and mission more efficiently and effectively. Then it is also hoped that an atmosphere of openness, honest participation, and accountability will be created, so that a sense of mutual trust arises, both within the organization and outside the organization as an embodiment of Good Governance. Supervision that is carried out continuously and seriously will be very helpful in improving a culture of integrity. Regional Inspectorates are obliged to fulfill their strategic role as internal auditors who perform well in carrying out clean and accountable government affairs. Government Regulation Number 58 of 2005 concerning regional financial management states that performance is the output, results, activities or programs that will be and have been achieved in connection with the use of budget with measurable quantity and quality (Nanda & Darwanis, 2016).

Based on this description, the researcher wants to conduct a study entitled "The Effect of Competence, Independence, and Motivation on the Quality of Local Government Internal Audit in Regional Financial Supervision at the East Java Provincial Inspectorate".

The formulation of the problem in this study includes three main questions. First, does competence have a positive and significant influence on the quality of internal audits of local governments in regional financial supervision in the East Java Provincial Inspectorate? Second, does independence also have a positive and significant influence on the quality of internal audits? Third, does motivation play a positive and significant role in the quality of internal audits conducted by the East Java Provincial Inspectorate? These questions serve as the foundation for steering this research towards a deeper understanding of the factors that influence the quality of local government internal audits at the provincial level.

The purpose of this study follows the formulation of the problem that has been described. First, the purpose of the study is to determine the extent to which competence affects the quality of internal audits of Local Governments in the East Java Provincial Inspectorate. Secondly, the purpose of the study was to evaluate the effect of independence on the quality of internal audits conducted by the Inspectorate. Third, the purpose of the study is to understand the extent to which motivation contributes to the quality of internal audits of local governments at the provincial level. Thus, this study aims to provide a comprehensive understanding of the factors that can improve or hinder the quality of internal audits in the East Java Provincial Inspectorate.

The benefits of this research are dual, namely practically and theoretically. In practical terms, the results of the research contribute to human resource management by providing information that can be taken into consideration to improve the quality of internal audits. Theoretically, this research provides additional insights in the academic field, provides a deeper understanding of the factors that influence performance and can be the basis for future research to increase employee productivity in various sectors.

Formulation of the problem:

- 1) How does competence affect the quality of Regional Government internal audits in Regional Financial Supervision at the East Java Provincial Inspectorate?
- 2) How does Independence affect the quality of Regional Government internal audits in Regional Financial Supervision at the East Java Provincial Inspectorate?
- 3) How does motivation affect the quality of Regional Government internal audits in Regional Financial Supervision at the East Java Provincial Inspectorate?

2. Method

Types of Research

This study used a quantitative approach because the study was presented with numbers. This is the opinion (Arikunto, 2010) which suggests quantitative research is a research approach that is widely required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results. This research is a category cross-sectional, that is, information from part of the population (sample of respondents) is collected directly from the location empirically to know the opinion of part of the population on the object studied.

Population and Research Sample

Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then draw conclusions (Sugiyono, 2010). The population in this study was all auditors of the East Java Provincial Inspectorate as many as 53 people. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2009). So, the sample is a portion of the population whose characteristics are to be investigated and can represent the entire population. Sampling in this study is a total sampling technique, namely by taking the total number of auditors of the East Java Provincial Inspectorate as many as 53 people. Data collection will be carried out for a week, namely January 7 - 14, 2024.

Data Collection Methods

The data collection method used in this study was by using questionnaires. The questionnaire given is a question sheet that measures the variables of competence, independence, motivation, and audit quality. Data collection is carried out using Google Forms to make it easier for researchers to obtain respondent data remotely.

The questionnaire process is very important to facilitate the analysis of the meaning and influence of each variable, for respondents' answer data in the form of actions and opinions are coded using a Likert scale (score 1-5) with statements that are supportive or impartial. The Likert scale is a scale formed to explain how strongly the subject is approved or disapproved with 4 (four) statement points (Sekaran, 2006). This is done because of the analysis and testing of hypotheses using statistical tools, then the research data in the form of actions, opinions, or sentences must be quantified by coding with numbers. in this research is regression analysis.

3. Results and Discussion

Test the Validity and Reliability of Research Instruments

The instrument test was conducted by testing the validity and reliability of each question on the research questionnaire. The Validity Test is conducted to find out whether the question items on the questionnaire are valid or not. The validity test was conducted using the Pearson correlation test on 30 respondents. Questions on the questionnaire are valid if the correlation value of the coefficient (r) is more than r in the table (0.361). The results of the validity test showed that all questions on the questionnaire had a correlation coefficient value of more than 0.361 and a significance value below 0.05 ($p < 0.05$). This indicates that all questions on the questionnaire are valid. Reliability tests were conducted to measure whether or not questionnaires were consistent in the study used to measure variables X_1 , X_2 , X_3 , and Y . Before reliability testing, there must be a decision-making basis, namely an alpha of 0.60. A variable is considered reliable if the value of that variable is greater than >0.60 . The results of reliability testing on the variables of this study are all four variables in this study had Cronbach's alpha value of more than 0.6. This shows that all questions on the questionnaire to measure audit competence, independence, motivation, and quality are reliable.

Analysis of Respondent Characteristics

a. Gender

Table 1

Number of respondents by sex

Gender	Frequency	Percentage (%)
Man	28	52.8%
Woman	25	47.2%
Sum	53	100.0%

Source: Research Data (2024)

A total of 28 people (52.8%) were male respondents, and 25 people (47.2%) were female respondents. This shows that more than half of the respondents are male employees.

b. Age

The number and percentage of respondents by age group can be presented in Table 2 as follows.

Table 2

Number of Respondents by Age Group

Age	Frequency	Percentage (%)
≤ 30 Years	4	7.5%
31 – 40 Years	23	43.4%
41 – 50 Years	14	26.4%
> 50 Years	12	22.6%
Sum	53	100.0%

Source: Research Data (2024)

Based on age group, the number of respondents aged 30 years was 4 people (7.4%), aged 31 to 40 years as many as 23 people (43.4%), aged 41 to 50 years as many as 14 people (26.4%), and aged over 50 years as many as 12 people (22.6%).

c. Recent Education

The number and percentage of respondents based on recent education can be presented in Table 3 as follows:

Table 3

Number of respondents based on recent education

Education	Frequency	Percentage (%)
Bachelor	49	92.5%
Magister	4	7.5%
Sum	53	100.0%

Source: Research Data (2024)

Based on Table 6, of the 53 people in this study, 49 of them (92.5%) had a bachelor's degree, and 4 (7.5%) master's. This shows that the majority of respondents in this study are undergraduates.

d. Length of Work

The number and percentage of respondents based on the length of work group can be presented in Table 4 as follows.

Table 4
Number of respondents by working time group

Length of Work	Frequency	Percentage (%)
≤ 5 Years	5	9.4%
6 – 10 Years	17	32.1%
11 – 15 Years	13	24.5%
> 15 Years	18	34.0%
Sum	53	100.0%

Source: Research Data (2024)

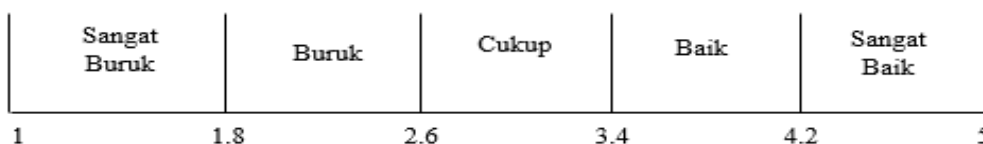
Based on the working time group, the number of respondents with 5 years of service was 5 people (9.4%), 6 to 10 years as many as 17 people (32.1%), 11 to 15 years as many as 13 people (24.5%), and over 15 years as many as 18 people (34.0%).

Description of Research Variables

Analysis of the description of research variables regarding competence, independence, motivation, and audit quality can be analyzed based on the average value. The average value of variables can be categorized into 5 groups, namely very low, low, medium, high, and very high with the following categorization.

Figure 1

Average Category



a. Description of Competency Variables

The competency variable consists of ten questions. The average score of all questions can be presented in Table 8 as follows.

Table 5

Description of Competency Variables

No	Statement	Mean	Stdv	Category
1	Auditors must be curious, broad-minded, and able to handle uncertainty.	4.21	0.55	Excellent
2	Auditors must be able to accept that there are no easy solutions, as well as be aware that some findings can be subjective.	4.11	0.54	Good
3	Auditors must be able to work in teams.	3.96	0.70	Good
4	The auditor must have the ability to conduct analytical reviews.	4.11	0.71	Good
5	Auditors must know organizational theory to understand organizations.	4.30	0.55	Excellent
6	The auditor must have auditing knowledge and knowledge of the public sector.	4.36	0.53	Excellent
7	The auditor must have knowledge of accounting that will help in processing numbers and data	4.08	0.62	Good
8	Auditors must have the expertise to conduct interviews as well as speed reading skills.	4.19	0.68	Good
9	Auditors must understand statistics and have computer skills	4.21	0.49	Excellent
10	Auditors can write and present reports well.	4.28	0.53	Excellent
Competence		4.18	0.46	Good

Source: Research Data (2024)

Based on a descriptive analysis of competency variables, an average value of 4.18 was obtained. This shows that the competence of auditors within the East Java Provincial Inspectorate is good.

b. Independence Variable Description

The independence variable consists of three questions. The average score of all questions can be presented in Table 6 as follows.

Table 6

Description of Independence Variables

No	Statement	Mean	Stdv	Category
1	I try to remain independent in conducting audits despite long-standing client relationships.	4.38	0.56	Excellent
2	Not all client errors I find I report because of the length of the relationship with that client	4.40	0.60	Excellent
3	The facilities I receive from clients make me hesitant towards clients so that they are less free in conducting audits	4.13	0.68	Good
	Independence	4.30	0.52	Excellent

This shows that the independence of auditors within the East Java Provincial Inspectorate is very good.

c. Description of Motivational Variables

The motivation variable consists of eight questions. The average score of all these questions can be presented in Table 7 as follows.

Table 7

Description of Motivational Variables

No	Statement	Mean	Stdv	Category
1	Without internal auditors, the government can run well	4.47	0.58	Excellent
2	The results of my audit are used by policy determinants so that they will have a considerable influence on improving the quality of public services.	4.26	0.68	Excellent
3	I tend to overlook if there is a slight deviation because I too would probably make the same mistake if there was one in that position.	4.34	0.73	Excellent
4	I often do self-introspection.	4.17	0.64	Good
5	I will defend the results of my audits even if they differ from the results of audits of other colleagues in the team.	4.40	0.66	Excellent
6	My sincerity in carrying out my duties is often influenced by mood.	4.45	0.67	Excellent
7	Without internal auditors, the government can run well	4.47	0.58	Excellent
8	The results of my audit are used by policy determinants so that they will have a considerable influence on improving the quality of public services.	4.26	0.68	Excellent
	Motivation	4.35	0.48	Excellent

Based on a descriptive analysis of motivational variables, an average value of 4.35 was obtained. This shows that auditors within the East Java Provincial Inspectorate have very good motivation.

d. Description of Audit Quality Variables

The audit quality variable consists of eight questions. The average score of all these questions can be presented in Table 8 as follows.

Table 8

Description of Audit Quality Variables

No	Statement	Mean	Stdv	Category
1	I guarantee my audit findings are accurate because I can find the slightest error/irregularity.	4.36	0.62	Excellent
2	I have never done engineering, therefore any findings I report they are	4.23	0.61	Excellent
3	I believe in my auditee this time I will not find errors/irregularities, because previously I had audited the same auditee and at that time there were no findings	4.15	0.69	Good
4	The recommendations I give can correct the cause of existing errors/irregularities.	4.30	0.67	Excellent
5	My audit report can be understood by the auditee.	4.19	0.76	Good
6	The audit that I do will be able to reduce the level of errors/irregularities that have occurred so far.	4.09	0.69	Good
7	My audit results are actionable by the auditee	3.98	0.75	Good
8	I continue to monitor the follow-up of the audit results.	4.09	0.69	Good
	Audit Quality	4.18	0.57	Excellent

Based on a descriptive analysis of audit quality variables, an average value of 4.18 was obtained. This shows that auditors within the East Java Provincial Inspectorate have excellent audit quality.

Classical Assumption Test

This study aims to determine the influence of competence, independence, and motivation towards audit quality. The analysis was performed using multiple linear regression. Before regression analysis is carried out, it is necessary to test classical assumptions, namely normality tests, multicollinearity tests, heteroscedasticity tests, and linearity tests.

a. Normality Test

The normality test aims to test whether the residual regression model has a normal distribution or not. The normality test in this study used the One-Sample Kolmogorov-Smirnov Test. The basis for taking the decision in this research is if the value of *asymp.sig.* (2-tailed) above the level of significant 5% (0.05) it can be concluded that the variables are normally distributed. Whereas if *asymp.sig.* (2-tailed) below the level of significant 5% (0.05) it can be concluded that the variable is not normally distributed.

Table 9

Normality Test

	Kolmogorov Smirnov	p
Unstandardized Residual	0.150	0,082

Source: Research Data (2024)

Based on Table 12 above Kolmogorov-Smirnov (K-S) One Sample Normality Test Results, it is known that the Kolmogorov-Smirnov statistical test value is 0.150 and the sig value is $0.082 > 0.05$ so that it can be concluded that the data in this study are normally distributed.

b. Multicollinearity Test

The multicollinearity test is used to determine whether there is a relationship or correlation between independent variables. Multicollinearity expresses the relationship between independent variables. A good regression model should not have correlations between independent variables. The definition of the presence or absence of multicollinearity in the regression model can be seen from the amount of VIF (Variance Inflation Factor) and tolerance. Regression is free from multicollinearity if the value of $VIF < 10$ and the tolerance value > 0.10 .

Table 10

Multicollinearity Test

Variable	Tolerance	VIF	Information
Competency (X1)	0.419	2.386	No Multicollinearity
Independence (X2)	0.326	3.065	No Multicollinearity
Motivasis (x3)	0.309	3.237	No Multicollinearity

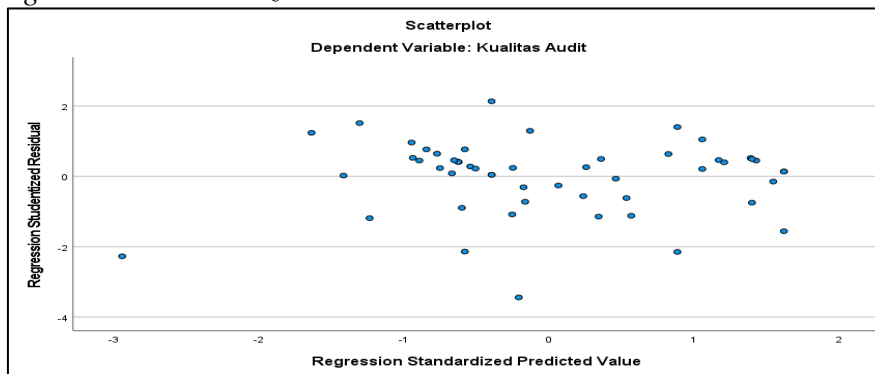
Source: Research Data (2024)

Based on Table 10 above in the multicollinearity test, it can be seen that the regression model in this study did not occur multicollinearity in the independent variable because all VIF values < 10 and tolerance > 0.10 .

c. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether or not there is a deviation from the classical assumption of heteroscedasticity, namely the presence of variance inequality from residuals for all observations in the regression model. The heteroscedasticity test can be determined based on the scatterplot in Figure 2.

Figure 2
 Scatterplot Regression Standardized Predicted Value



The Scatterplot Regression Standardized Predicted Value shows that the distribution of data is above 0, which means that multicollinearity does not occur in the data.

d. The Automobile

The autocorrelation test aims to test whether in a linear regression model there is a correlation between confounding errors in period t with confounding errors in period $t-1$ (previous). If there is a correlation, then there is an autocorrelation problem (Ghozali, 2011). The autocorrelation test is performed with the Durbin Watson test. The Durbin Watson value in the regression model obtained a value of 2,096. While the table values using the degree of confidence of 5%, the number of samples 53 and the number of independent variables 3 are as follows:

Positive Autocorrelation	Test Results Unclear	No Autocorrelation Occurs	Test Results Unclear	Negative Autocorrelation
0	dl	du	4-du	4-dl
	1,4402	1,6785	2,3215	2,5598

The results of the autocorrelation test show that Durbin Watson values of 2.096 lie between du to $4-du$. So it can be concluded that autocorrelation does not occur.

Multiple Linear Regression Analysis

The effect of competence, independence, and motivation on audit quality was analyzed by multiple linear regression analysis. In multiple linear regression analysis, there are stages of analysis, namely model accuracy test, partial test (t test), and coefficient of determination.

a. Uji Simultan (Uji F)

This F test is used to see whether all independent variables in the regression model affect the dependent variable. The results of the F test obtained the following results.

Table 12

F Test Results

Model	Sum of Square	Mean Square	F	p
Regression	12.123	4.041		
Residual	4.618	0.094	42.877	0.000
Total	16.741			

Source: Research Data (2024)

Based on the results of the regression above, it is known that the significant value for the influence of competence, independence, and motivation together on audit quality is 0.000 with F count 42,877, it can be concluded that there is at least one independent variable (competence, independence, and motivation) that has a significant effect on the dependent variable (audit quality). So that the first hypothesis can be accepted.

b. Uji Parsial (Uji t)

Partial tests are used to see whether the variables of competence, independence, and motivation have a partial effect on audit quality. This test is performed using significance values. Partial test results can be presented in Table 13 below.

Table 13

Test Results t

Variable	Coefficient	t	p
Konstanta	-0.458	-1.095	0.279
Competency (X ₁)	0.354	2.498	0.016
Independence (X ₂)	0.394	2.746	0.008
Motivasis (X ₃)	0.335	2.089	0.042

The table above, it explains about the multiple linear regression equation in this study. The regression equation formula in this study is as follows:

$$\hat{Y} = -0.458 + 0,354X_1 + 0.394X_2 + +0.355 X_2 + e$$

Based on the regression equation and the results of the t-test can be interpreted the results as follows.

- 1) The constant value in the regression equation is -0.458 which means that if the value of employee competence, independence, and motivation is 0, then the average employee performance will decrease by 0.458.
- 2) The value of the regression coefficient on competence (X₁) is 0.354 which means that competence has a positive influence on audit quality. The significance value obtained is 0.016 (p<0.05) with a calculated t value of 2.498 (t > 1.96). This shows that competence has a positive and significant effect on audit quality. So the second hypothesis is accepted.
- 3) The value of the regression coefficient on independence (X₂) is 0.394 which means that independence has a positive influence on audit quality. The significance value obtained is 0.008 (p<0.05) with a calculated t value of 2.746 (t > 1.96). This shows that independence has a positive and significant effect on audit quality. So the third hypothesis is accepted.
- 4) The value of the regression coefficient on motivation (X₃) is 0.335 which means that motivation has a positive influence on audit quality. The significance value obtained is 0.042 (p<0.05) with a calculated t value of 2.089 (t>1.96). This shows that motivation has a positive and significant effect on audit quality. So the fourth hypothesis is accepted.

c. Coefficient of Determination

The coefficient of determination aims to measure how much the percentage of influence of the independent variable on the dependent variable in units of percent in a research regression model. The results of the coefficient of determination test are as follows:

Table 14

Coefficient of Determination

R	R Square	Adjusted R Square
0.851	0.724	0.707

Based on the results of the output above, it can be seen that the R Square value of 0.724 (72.4%) means that the audit quality variable is influenced by the variables of competence,

independence, and motivation by 72.4%. Another 27.6% were influenced by factors outside the study.

Discussion

Based on the results of the analysis, the regression coefficient value on competence (X_1) is 0.354, which means that competence has a positive effect on audit quality. The significance value obtained was 0.016 ($p < 0.05$). This shows that competence has a positive and significant effect on audit quality. So the first hypothesis is accepted. The results of this research are in line with (Imansari & Halim, 2016) which concluded that partial expertise (competence) has a significant effect on auditor quality. Apart from that, the results of research conducted by (Tjun et al., 2012) concluded that competence has a positive effect on audit quality. This is different from the results of research conducted by (Farida et al., 2016) which concluded that partial competency does not affect audit quality. Auditor competency is the auditor's ability to carry out audits correctly. The higher the auditor's competency, the higher the resulting audit quality. To improve audit quality, it is necessary to increase auditor competency. An auditor must have good personal qualities, adequate knowledge and special expertise in their field.

Competency here is related to adequate education and experience possessed by auditors in their field of work. In conducting an audit to arrive at an opinion statement, the auditor must act as someone who is an expert in his field. Along with the development and complexity of the economy, the expertise needed is not only in accounting and auditing but auditors are also required to have abilities in other fields such as finance, taxation, capital markets, and others. Attainment of expertise begins with formal education enriched by subsequent experience in the field of audit practice. The auditor's experience will continue to increase with more flying hours (more audits carried out and higher audit complexity) thereby increasing and expanding his knowledge.

The results of the analysis show that the regression coefficient value on independence (X_2) is 0.394, which means that independence has a positive effect on audit quality. The significance value obtained was 0.008 ($p < 0.05$). This shows that independence has a positive and significant effect on audit quality. So the second hypothesis is accepted. This research is in line with research (Ardini, 2023) which concludes that partial independence has a significant effect on audit quality. This is in line with the results of research conducted by Restiyani (2014) which concluded that partial auditor independence has a significant effect on audit quality. This is different from the results of research conducted by (Mutiarra, 2018) which concluded that independence does not affect audit quality. Independence is the attitude of being free from influence and honesty of the auditor in considering the facts and audit evidence found. According to (Tjun et al., 2012) independence means honesty in accountants in considering facts and objective considerations, and impartiality in accountants in formulating and expressing their opinions.

According to Purba & Umar (2021), independence can be interpreted as a mental attitude that is free from influence, not controlled by other parties, and not dependent on other people. Independence also means the auditor's honesty in considering facts and the presence of objective, impartial considerations in the auditor in formulating and expressing his opinion. This is important because the profession is committed to serving the public interest. If the auditor is not independent, the financial reports will not be trusted by the public and will make it difficult for users of financial reports to make management decisions.

The results of the analysis show that the regression coefficient value on motivation (X_3) is 0.335, which means that motivation has a positive effect on audit quality. The significance value obtained was 0.042 ($p < 0.05$). This shows that motivation has a positive and significant effect on audit quality. So the third hypothesis is accepted. This research is in line with (Hanjani & Rahardja, 2014) showing that motivation has a significant effect on audit quality.

The motivation that exists within a person will manifest a behavior that is directed at the goal of achieving the goal of job satisfaction. Motivation will encourage someone, including auditors, to achieve, be committed to the group and have high initiative and optimism. Attribution theory put forward by Fritz Heider (1958) in (Harjanto & Zulaikha, 2014) explains the feelings experienced by a person that he is able to personally influence his performance. In carrying out the audit process, auditors must be able to personally improve their performance by building motivation so that the quality of the resulting audit can also increase.

Motivation will be a supporting factor for an auditor to excel, be committed to the group, and have high initiative and optimism (Sormin & Rahayu, 2020). According to (Putra & Frianto, 2013), the indicators used to measure motivation are: 1) The level of aspiration to be realized through quality audits, 2) Resilience, 3) Tenacity, and 4) Consistency. The greater the motivation in an auditor, the greater the influence it will have on audit quality. Audit quality will increase if the motivation to carry out the auditor's work is greater. This motivation appears when the auditor's desires and needs have been properly fulfilled. This is in line with the results of previous research (Hanjani & Rahardja, 2014) which states that motivation has a positive effect on audit quality. Therefore, the higher the level of motivation the auditor has, the better the resulting audit quality will be. Based on the rewards that will be obtained, auditors will be motivated to try as hard as possible to produce quality audits.

4. Conclusion

The conclusions obtained based on the results of the analysis are as follows.

- 1) Competence has a positive and significant effect on the quality of internal audits of local governments in regional financial supervision at the East Java Provincial Inspectorate. The amount of training, educational background, and certification attended by an auditor will increase the auditor's knowledge and expertise. This is very useful to check whether the report checked is by applicable standards.
- 2) Independence has a positive and significant effect on the quality of internal audits of local governments in regional financial supervision at the East Java Provincial Inspectorate. The higher the value of auditor independence, the better the audit quality.
- 3) Motivation has a positive and significant effect on the quality of internal audits of local governments in regional financial supervision at the East Java Provincial Inspectorate. The better the level of motivation of the auditor, the better the quality of the audit he conducts.

To improve the quality of a good audit, it is necessary to improve the independence of auditors, especially in maintaining relationships between clients, judging from the respondents' answers that are quite good, the auditor should better understand the applicable laws and regulations and understand the consequences, toE., & Mochklas, M. (2020). *Kinerja Karyawan Ditinjau dari Aspek Gaya Kepemimpinan, Budaya Organisasi Dan Motivasi Kerja (Pendekatan Riset)*. https://repository.um-surabaya.ac.id/5306/1/BUKU_AJAR_KINERJA.pdf

Farida, I., Halim, A., & Wulandari, R. (2016). Pengaruh Independensi, Kompetensi, Due Professional Care, dan Etika terhadap Kualitas Audit (Studi Empiris pada KAP di Kota Malang). *Jurnal Riset Mahasiswa Akuntansi*, 4(1). <https://ejournal.unikama.ac.id/index.php/jrma/article/view/1268>

Gaol, R. L. (2017). Pengaruh kompetensi, independensi dan integritas auditor terhadap kualitas audit. *Jurnal Riset Akuntansi & Keuangan*, 47-70. <https://doi.org/10.54367/jrak.v3i1.440>

- Hanjani, A., & Rahardja, R. (2014). *Pengaruh Etika Auditor, Pengalaman Auditor, Fee Audit, dan Motivasi Auditor Terhadap Kualitas Audit (Studi pada Auditor KAP di Semarang)* (Doctoral dissertation, Fakultas Ekonomika Dan Bisnis). <http://eprints.undip.ac.id/42795/>
- Harjanto, A. P., & ZULAIKHA, Z. (2014). *Pengaruh Kompetensi, Independensi, Objektivitas, Akuntabilitas Dan Integritas Terhadap Kualitas Audit Dengan Etika Auditor Sebagai Variabel Moderasi (Studi Empiris Kap Di Semarang)* (Doctoral dissertation, Fakultas Ekonomika dan Bisnis). <http://eprints.undip.ac.id/43848/>
- Hasibuan, M. R. R. (2023). *Pengaruh Audit Internal Dan Audit Eksternal Terhadap Fraud/Kecurangan Akuntansi Ditinjau Dari Teori Fraud Triangle (Studi Pada Perusahaan BUMN Di Kota Medan)* (Doctoral dissertation, Universitas Islam Negeri Sumatera Utara). <http://repository.uinsu.ac.id/20875/>
- Herawati, T., & Selfia, S. S. (2019). Tinjauan indikator kualitas audit. *Prosiding FRIMA (Festival Riset Ilmiah Manajemen Dan Akuntansi)*, (2), 122-126. <https://doi.org/10.55916/frima.v0i2.25>
- Imansari, P. F., & Halim, A. (2016). Pengaruh Kompetensi, Independensi, Pengalaman Dan Etika Auditor Terhadap Kualitas Audit (Studi Empiris Pada Auditor Kantor Akuntan Publik Di Kota Malang). *Jurnal Riset Mahasiswa Akuntansi*, 4(1). <https://ejournal.unikama.ac.id/index.php/jrma/article/view/1291>
- Mutiara, I. (2018). Pengaruh Kompetensi Dan Independensi Auditor Terhadap Kualitas Audit Dengan Etika Auditor Sebagai Variabel Moderasi. *Jurnal Riset Akuntansi Jambi*, 1(2), 33-39. <https://www.neliti.com/publications/286662/pengaruh-kompetensi-dan-independensi-auditor-terhadap-kualitas-audit-dengan-etik>
- Nanda, R., & Darwanis, D. (2016). Analisis implementasi anggaran berbasis kinerja pada pemerintah daerah (Studi Deskriptif pada Dinas DPKKD Kabupaten Aceh Selatan). *Jurnal Ilmiah Mahasiswa Ekonomi Akuntansi*, 1(1), 327-340. <https://jim.usk.ac.id/EKA/article/view/778>
- Purba, R. B., & Umar, H. (2021). *Kualitas Audit & Deteksi Korupsi*. Merdeka Kreasi Group.
- Putra, A. K., & Frianto, A. (2013). Pengaruh motivasi intrinsik dan motivasi ekstrinsik terhadap kepuasan kerja. *BISMA (Bisnis dan Manajemen)*, 6(1), 59-66. <https://doi.org/10.26740/bisma.v6n1.p59-66>
- Sormin, P. C. D., & Rahayu, S. (2020). Pengaruh Motivasi, Supervisi, Dan Etika Auditor Terhadap Kualitas Audit. *JAE (JURNAL AKUNTANSI DAN EKONOMI)*, 5(3), 94-103. <https://doi.org/10.29407/jae.v5i3.14177>
- Tjun, L. T., Marpaung, E. I., & Setiawan, S. (2012). Pengaruh kompetensi dan independensi auditor terhadap kualitas audit. *Jurnal akuntansi*, 4(1), 33-56. <https://journal.maranatha.edu/index.php/jam/article/view/353>
- Wiguna, F., & Hapsari, D. W. (2015). Pengaruh skeptisisme profesional dan independensi auditor terhadap pendeteksian kecurangan (survei pada auditor KAP di Malang). *eProceedings of Management*, 2(1). <https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/view/1746>