UNVEILING THE IMPACT OF HR COMPETENCE AND ACCOUNTING SYSTEMS ON FINANCIAL REPORTING QUALITY

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Abstraksi.

Penelitian ini bertujuan untuk mengetahui Pengaruh Kompetensi SDM, Penerapan Standar Akuntansi Dan Sistem Akuntansi Keuangan Terhadap Kualitas Laporan Keuangan Pada Koperasi Langgeng Jaya Abadi di Pati. Kualitas laporan keuangan merupakan hasil akhir dari proses kegiatan akuntansi yang mampu memberikan suatu informasi keuangan yang dapat dipahami oleh pemakai dan dapat digunakan untuk pengambilan keputusan dimasa yang akan datang.

Populasi dalam penelitian ini adalah pendidik dan tenaga pendidikan yang mengelola keuangan di lingkungan Koperasi Langgeng Jaya Abadi Pati berjumlah 32 responden. Variabel independen penelitian ini kompetensi SDM (X_1), penerapan standar akuntansi (X_2) dan sistem akuntansi keuangan (X_3). Sedangkan variabel dependennya adalah kualitas laporan keuangan (Y). Teknik pengumpulan data menggunakan kuesioner dan teknik analisis dengan regresi berganda.

Hasil penelitian menunjukkan variabel kompetensi SDM menunjukkan nilai koefisien regresi sebesar 0,229 dengan nilai sig. sebesar 0,012, dengan demikian terbukti bahwa kompetensi SDM berpengaruh positif dan signifikan terhadap kualitas laporan keuangan, variabel penerapan sistem akuntansi menunjukkan nilai koefisien regresi sebesar 1.035 dengan nilai sig. sebesar 0,000 dengan demikian terbukti bahwa penerapan sistem akuntansi berpengaruh positif dan signifikan terhadap kualitas laporan keuangan dan variabel sistem akuntansi keuangan menunjukkan nilai koefisien regresi sebesar 0.220 dengan nilai sig. sebesar 0,020, dengan demikian terbukti bahwa sistem akuntansi keuangan berpengaruh positif dan signifikan terhadap kualitas laporan keuangan.

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Disarankan bagi Koperasi Langgeng Jaya Abadi Pati untuk meningkatkan kompetensi karyawan pengelola keuangan dalam mengelola dan menyajikan laporan keuangan. Hal tersebut dapat dilihat dari masih adanya karyawan yang memiliki ketrampilan dan pengetahuan rendah dalam bidang akuntansi, kemudian mengevaluasi penerapan standar akuntansi agar dalam membuat laporan keuangan dapat mengikuti standar-standar dan aturan yang berlaku di dalam akuntansi. Serta menyajikan informasi laporan keuangan secara wajar dan wajar adalah suatu kewajiban.

Abstract.

This study aims to determine the effect of human resource competence, the application of accounting standards, and the financial accounting system on the quality of financial statements at Koperasi Langgeng Jaya Abadi in Pati. The quality of financial statements is the final result of the accounting process that provides understandable financial information for users and can be used for future decision-making.

The population in this study consisted of 32 respondents, including educators and education personnel who manage finances within Koperasi Langgeng Jaya Abadi Pati. The independent variables in this study are human resource competence (X1), application of accounting standards (X2), and financial accounting system (X3). The dependent variable is the quality of financial statements (Y). Data were collected using a questionnaire, and the analysis technique used was multiple regression.

The results showed that the human resource competence variable had a regression coefficient value of 0.229 with a significance value of 0.012, indicating that human resource competence has a positive and significant effect on the quality of financial statements. The accounting standards application variable showed a regression coefficient of 1.035 with a significance value of 0.000, proving that the application of accounting standards has a positive and significant effect on the quality of financial statements. The financial accounting system variable showed a regression coefficient of 0.220 with a significance value of 0.020, indicating that the financial accounting system has a positive and significant effect on the quality of financial statements.

It is recommended that Koperasi Langgeng Jaya Abadi Pati improve the competence of financial management

employees in managing and presenting financial statements. This is because some employees still have low skills and knowledge in accounting. The cooperative should also evaluate the application of accounting standards to ensure that financial reports comply with the applicable accounting rules and present financial information fairly and fairly, as this is an obligation.

INTRODUCTION

To measure a company's profitability, a profitability ratio, also known as the rentability ratio, is used. The profitability ratio in this study uses the *Return on Assets* (ROA) ratio. A higher ROA indicates a more efficient use of the company's assets, or in other words, a higher profit is typically generated from the same amount of assets, and vice versa. Several metrics can be used to measure profitability, including: *Net Profit Margin (NPM), Return on Investment (ROI), Return on Assets (ROA),* and *Return on Equity (ROE).* To determine how much profit (profitability) the company will generate, in this study, profitability is measured using *Return on Assets (ROA). Return On Asset (ROA)* is the company's overall ability to generate profits with the total amount of assets available in the company. By knowing the ROA, it can be assessed whether the company has been efficient in using its assets in operational activities to generate profits.

High profitability will optimally support a company's operational activities. A company's profitability is influenced by various factors, including working capital. Every company requires resources to conduct its business, including working capital, such as cash, accounts receivable, inventory, and fixed assets. Capital is a key factor in supporting a company's operational activities and achieving its goals. Working capital components include cash, accounts receivable, and inventory. To determine the working capital requirements for a company's operations, consider the turnover of each item, including cash, inventory, and accounts receivable. Cash is the most *liquid asset* on the balance sheet, as it is a current asset that can be used at any time in the company's operations. Cash is crucial for a company because it is both a working capital component and a component of investment.

The second component is inventory. The sales process in food and beverage manufacturing companies is inextricably linked to the company's inventory. Inventory is a significant current asset, making it a crucial asset for the company. Inventory is an active element in a company's operational activities, as the amount of inventory in a company is constantly changing due to reductions in the production process for sales to consumers. With good inventory management, the company can quickly convert funds stored in inventory into cash or receivables through sales, which will ultimately become the company's profit. Inventory can be evaluated by calculating the inventory turnover rate. The inventory turnover rate can be calculated by dividing the total cost of goods sold by the average inventory held by the company.

The next component is accounts receivable. In a highly competitive business world, one way to retain customers is through credit sales. These credit sales generate accounts receivable, which is the result of credit sales of goods or services. Furthermore, companies need to understand the accounts receivable turnover rate, which affects their revenue and expenses.

This is because accounts receivable turnover significantly impacts the company's survival and operational activities, particularly in terms of profit. Accounts receivable turnover can be calculated by dividing sales value by average accounts receivable. The greater the number of credit sales, the greater the amount of accounts receivable, and the greater the profit. Therefore, companies must effectively manage sales to prevent losses.

LITERATURE REVIEW

The Influence of HR Competence on the Quality of Financial Reports

Human resource competency is one of the main factors influencing the quality of financial reports. Improving human resource competency through training, education, and certification can improve the accuracy, relevance, and accountability of financial reports. This is supported by research by Putra & Amar (2019) and Cholifah (2019), which shows that human resource competency influences the quality of government financial reports.

In supporting research results above, the first hypothesis taken by the author from this research is:

H_1 : There is an influence of HR Competence on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

The influence of the implementation of accounting standards on the quality of financial reports

The implementation of Government Accounting Standards (SAP) positively impacts the quality of financial reports by ensuring they are accurate, transparent, and compliant with applicable regulations. This increases accountability, efficiency, and public trust in government financial management. However, effective SAP implementation requires competent human resources, adequate technological infrastructure, and a commitment to continuously adapting to the latest standards set by financial management authorities. This is supported by research by Siahaya et al. (2022) and Utama et al. (2023), which shows that the implementation of local government accounting systems positively impacts the quality of local government financial reports.

Based on the description and supporting research results above, the second hypothesis taken by the author from this research is:

H_2 : There is an influence of the implementation of accounting standards on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

The Influence of Financial Accounting Systems on the quality of financial reports

The Regional Financial Accounting System has a significant impact on the quality of financial reports. With a good Regional Financial Accounting System, local government financial reports will be more accurate, transparent, timely, and accountable. Furthermore, the Regional Financial Accounting System supports efficiency in report preparation, reduces the risk of errors, and facilitates the audit process, which in turn increases public trust in regional financial management. Therefore, it is important for local governments to continuously update and develop the Regional Financial Accounting System to produce high-quality financial reports. This is supported by research by Cholifah (2019) and Oktavia and Rahayu (2019), which shows that the financial accounting system has a positive effect on the quality of financial reports.

In supporting research results above, the 3rd hypothesis taken by the author from this research is:

H_3 : There is an influence of the financial accounting system on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

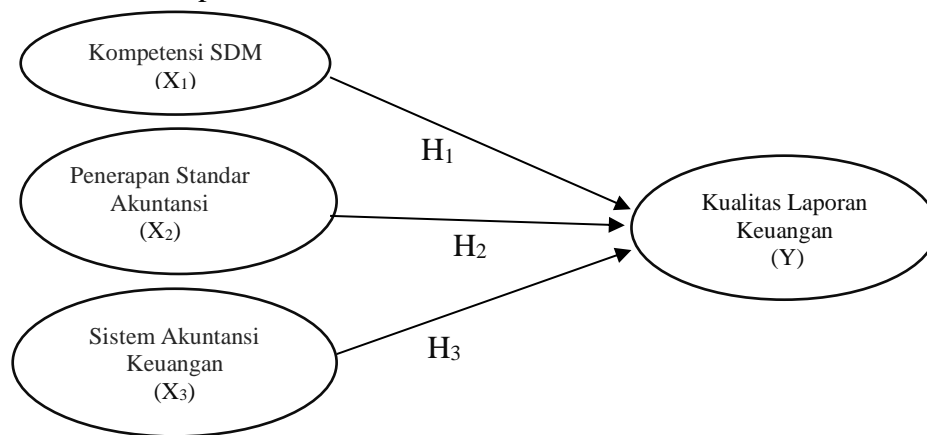The conceptual framework of this research is as follows:

Figure 2.1
Conceptual Framework

RESEARCH METHODS
Population and Sample

The population in this study were employees at the Langgeng Jaya Abadi Cooperative in Pati. totaling 32 respondents.

In this study, the sampling technique used was *non-probability sampling* with the technique taken being saturated sampling (census). According to Sugiyono, (2017) the saturated sampling technique is a sampling determination technique when all members of the population are used as samples because the population size is relatively small. So, the sample used in this study was 32 people. So the sample size in this study was 32 people.

Operational Definition

An operational definition defines the variables that have been identified so that they can be operationalized in this research. The operational definition explains the specifications of variables (X) and (Y) to provide boundaries for the scope of the research and clarify the measurement of research variables. The operational definition of each term is as follows:

Table 3.1
Operational Definition of Variables.

Variables	Definition	Indicator
HR Competence (X_1)	Competencies related to knowledge, skills, abilities and personality characteristics that directly influence performance.	Knowledge Skills Attitude
Implementation of Accounting Standards	The standards for preparing financial reports are applied in government regulation number	Application of the accrual basis for recognizing assets, liabilities, and equity

(X$_2$)	71 of 2010 concerning Government Accounting Standards.	Application of cash basis for recognizing revenue, expenses, and financing Fair presentation.
Financial Accounting System (X$_3$)	A systematic series of procedures, organizers, equipment and other elements to realize accounting functions from transaction analysis to financial reporting in an organizational environment.	Compliance of the financial accounting system with accounting standards Transaction recording procedures are carried out based on general accounting recording standards. Preparation of financial reports and reporting them periodically
Quality of Financial Reports (Y)	Financial reports are structured reports regarding the financial position and transactions carried out by a reporting entity during the reporting period.	Relevant Reliable Can be compared Understandable

Method of collecting data

Data collection techniques in this study include:

1) Field Research, including:

   Interviews, which involve obtaining information by asking respondents directly (Arikunto, 2016). In this case, data was obtained by conducting interviews with employees of the Langgeng Jaya Abadi Cooperative in Pati to obtain the desired information.

2) Questionnaires are a method of collecting data by distributing a list of questions related to the research material to selected respondents.

3) Observation is a method of collecting data through observing the daily activities of the employees of the Langgeng Jaya Abadi Cooperative in Pati.

4) Library Research, namely by using library studies and other literature related to the research being conducted, where the data needed by researchers will be obtained to complete the results of the research.

Data Analysis Methods

Multiple Linear Regression Analysis

This test was conducted to determine the extent of influence of the independent variables on the dependent variables, namely HR competency (X1$_)$, application of accounting standards (X2$_)$, financial accounting systems (X3$_)$, and the quality of financial reports (Y). The multiple regression model used in this study is presented in the following equation:

$Y = \beta_o + \beta_1 X_1 + \beta_2 X_2 + \beta_2 X_2 + e$

Information :

Y   : Quality of financial reports

X$_1$: Human Resources Competence

X$_2$: Application of accounting standards

X$_3$: Financial accounting system

βo   : Intercept (constant)

β_1, β_2, β_3 : Regression coefficients

e : error

Hypothesis Testing (t-Test)

The t-test is used to determine the effect of each *independent variable* on the *dependent variable*. This is verified by comparing the $_{\text{calculated t-value}}$ with the t- $_{\text{table}}$. The testing criteria used are:

1) If t $_{\text{count}}$ < t $_{\text{table}}$, then the hypothesis is rejected.
2) If t $_{\text{count}}$ > t $_{\text{table}}$, then the hypothesis is accepted.

In addition, the t-test can also be seen from the magnitude of the probability compared to 0.05 (Significance level $\alpha = 5\%$). The testing criteria used are :

a) If the probability < 0.05 then the hypothesis is accepted.
b) If the probability > 0.05 then the hypothesis is rejected.

Coefficient of Determination

According to Ghozali (2016), the coefficient of determination (R2 $^)$ is used to measure the extent to which a model is able to explain variations in the dependent variable. The coefficient of determination value is between zero and one. The R2 $^{\text{value}}$ This means that the ability of the *independent* variable to explain the variation in the dependent variable is very limited.

With each additional independent variable, the coefficient of determination (R2 $^)$ will certainly increase regardless of whether the variable has a significant effect on the dependent variable, so it is recommended to use the *R-square value* when evaluating a regression model. The *R-square value* can increase or decrease if an independent variable is added to the model.

***Goodness of Fit* Model Test (F test)**

This test is conducted to determine whether all independent variables together (simultaneously) can influence the dependent variable, so that if there is a simultaneous influence between the independent variables on the dependent variable, the regression model is declared fit or suitable as a research model.

The method used is to compare the calculated F value with the F table with the following provisions:

1) If the calculated F > F table then Ha is accepted and Ho is rejected, meaning that the independent variables together have a significant influence on the dependent variable.
2) If F count < F table then Ho is accepted and Ha is rejected, meaning that the independent variables together do not have a significant influence on the dependent variable.

RESEARCH RESULT

Multiple Linear Regression Analysis

Multiple linear regression analysis aims to analyze the influence of human resource competency, the implementation of accounting standards, and financial accounting systems on the quality of financial reports. The results of the multiple linear regression analysis are as follows:

Table 4.10
Multiple Linearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,149	1,077		1,067	.295
	HR Competence	.229	.085	.173	2,680	.012
	Implementation of Act Standards	1,035	.103	.776	10,008	.000
	Financial Act System	.220	.107	.137	2,145	.020

a. Dependent Variable: Lap Quality.

Keu.

Source: Processed primary data, 2024

From the analysis results in Table 4.10 above using SPSS version 21, the regression equation for this study can be determined. The resulting linear regression equation is:

$Y = 1.149 + 0.229X_1 + 1.035X_2 + 0.220X_3$

From the multiple linear regression equation above, it can be analyzed as follows:

1) The constant value of 1.149 means that the quality of financial reports (Y) is 1.149 if HR competency (X1), application of accounting standards (X2) and financial accounting system (X3) are equal to zero.

2) The regression coefficient of HR competency (X1) is 0.229. A positive coefficient means that every increase in HR competency by one unit will be followed by an increase in the quality of financial reports by 0.229 units, assuming that other variables are considered constant or ceteris paribus.

3) The regression coefficient of accounting standard implementation (X2) is 1.035. A positive coefficient means that every one unit increase in accounting standard implementation will be followed by a 1.035 unit increase in the quality of financial reports, assuming other variables are held constant or ceteris paribus.

4) The regression coefficient of the financial accounting system (X3) is 0.220. A positive coefficient means that every increase in the financial accounting system by one unit will be followed by an increase in the quality of financial reports by 0.220 units, assuming that other variables are considered constant or ceteris paribus.

Hypothesis Testing (t-Test)

Hypothesis tests 1 to 3 are tested using individual parameter tests (t-statistic tests) which aim to determine the magnitude of the influence of each independent variable partially (individually) on the dependent variable. The value of the t-test is seen from the *p-value* (in the sig column) for each independent variable. If the *p- value* is smaller than the 0.05 *level of significance* , the hypothesis is accepted. The results of the analysis are as follows:

Table 4.11

t-Test Results

Model		t	Sig.
1	(Constant)	1,067	.295
	HR Competence	2,680	.012
	Implementation of the Act System	10,008	.000
	Financial Act System	2,145	.020

a. Dependent Variable: Lap Quality. Keu.

Source: Processed primary data, 2024

Hypothesis Testing 1 The Influence of HR Competence on the Quality of Financial Reports at the Langgeng Jaya Abadi Cooperative in Pati

From table 4.11, the results of the calculations that have been carried out obtained the calculated t value for HR competency. is 2,680 > t-table 2.048 (df = nk-1 = 28). The significance level is 0.012, while *the level of significance* is 0.05. This indicates that the HR competency variable has a significant effect on the quality of financial reports.

The results of this study indicate that the higher the HR competency, the better the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati. Thus, the first hypothesis in this study is accepted.

Hypothesis Testing 2 The Effect of the Application of Accounting Standards on the Quality of Financial Reports at the Langgeng Jaya Abadi Cooperative in Pati

From table 4.11, the results of the calculations that have been carried out show that the calculated t value for the application of accounting standards is 10.008. > t-table 2.048 (df = nk-1 = 28). The significance level is 0.000, while *the level of significance* is 0.05. This indicates that the variable of accounting standard implementation has a significant effect on the quality of financial reports.

The results of this study indicate that the higher the application of accounting standards, the better the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati. Thus, the second hypothesis in this study is accepted.

Hypothesis Testing 3 The Influence of the Financial Accounting System on the Quality of Financial Reports at the Langgeng Jaya Abadi Cooperative in Pati

From table 4.11, the results of the calculations that have been carried out show that the calculated t value for the financial accounting system is 2.145. > t-table 2.048 (df = nk-1 = 28). The significance level is 0.020 while the *level of significance* is 0.05. This indicates that the financial accounting system variable has a significant effect on the quality of financial reports.

The results of this study indicate that the higher the financial accounting system, the better the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati. Thus, the third hypothesis in this study is accepted.

Coefficient of Determination

The coefficient of determination is essentially measuring how far the model's ability on the independent variable (X) in explaining the dependent variable (Y), (Ghozali, 2015). The coefficient of determination is used to find out how far or how much the HR competency variable, the application of accounting standards and financial accounting systems explain the quality of financial report variables, which is indicated by the *R Square* value.

To find out how much the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati can be explained by the HR competency variable, the application of accounting standards, and the financial accounting system , the following are the test results with the SPSS program:

Table 4.13

Results of the Determination Coefficient Test

Model Summary [b]

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.958 [a]	.918	.909	.88679

a. Predictors: (Constant), Financial Act. System, HR Competence, Implementation of Financial Act. System

b. Dependent Variable: Quality of Financial Report.

Source: Processed primary data, 2024

From table 4.13 above, the coefficient of determination (*R Square*) is 0.918. This means that the variables of HR competency, the application of accounting standards and financial accounting systems have a role of 91.8 % together to be able to explain or explain the variable of financial report quality. While the remaining 8.2 % (100% - 91.8 %) is explained by other variables that affect the quality of financial reports such as organizational commitment, the use of information technology and others.

Model Feasibility Test (F Test)

The F-statistic test essentially indicates whether all independent variables included in the model have a collective effect on the dependent variable. To test whether the linear model is appropriate, compare the probabilities from the F-test calculation results. If the probability value shows a value <0.05, then the regression model is a fit/appropriate model.

Table 4.12

F Test Results

ANOVA [b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	245,950	3	81,983	104,251	.000 [a]
	Residual	22,019	28	.786		
	Total	267,969	31			

a. Predictors: (Constant), Financial Act. System, HR Competence, Implementation of Financial Act. System

b. Dependent Variable: Quality of Financial Report.

Source: Processed primary data, 2024

Based on Table 4.12, the calculated F value is 104.251 with a significance level of 0.000 < 0.05. Therefore, it can be concluded that the model is a fit model or a feasible model.

Discussion

This study was conducted to determine the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati, measured by three variables: human resource competency, application of accounting standards, and financial accounting systems. The analysis revealed:

The influence of HR competence on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati

Human resource competency is the work ability of each individual, encompassing knowledge, skills, and work attitudes that meet established standards. Preparing high-quality financial reports requires human resources who understand the rules for preparing financial reports using a financial accounting system and frequently read literature in the form of journals and accounting books.

The results of the calculations that have been carried out obtained the calculated t value of HR competency is 2.680 > t-table 2.048 (df = nk-1 = 28). The significance level is 0.012 while *the level of significance* is 0.05. This shows that the HR competency variable has a significant effect on the quality of financial reports. The results of this study indicate that the higher the HR competency , the better the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati .

The results of this study align with research conducted by Cholifah (2019), Oktavia, and Rahayu (2019), which showed that human resource competency has a positive and significant impact on the quality of financial reports.

The effect of the application of accounting standards on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati

The application of financial accounting standards is required for use by financial accountants in organizations as a guideline in the preparation and presentation of financial statements; used by auditors as audit criteria to determine whether the financial statements presented are in accordance with the accounting standards that govern them; used by users of financial statements to understand financial statements and avoid errors in interpreting information in financial statements; needed to improve the quality of financial statements, namely increasing consistency, comparability, understandability, relevance and reliability of financial statements; and as a reference in the preparation of accounting systems because the output of accounting systems must be in accordance with accounting standards.

The results of the calculations that have been carried out obtained a calculated t value for the application of accounting standards of 10.008. > t-table 2.048 (df = nk-1 = 28). The significance level is 0.000, while *the level of significance* is 0.05. This indicates that the variable of accounting standard implementation has a significant effect on the quality of financial reports. The results of this study indicate that the higher the application of accounting standards, the better the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

The results of this study are in line with research conducted by Pujanira and Taman, (20 23) that the implementation of government financial accounting standards affects the quality of financial reports.

The influence of the financial accounting system on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati

A financial accounting system (FAS) is a system that processes budget transactions and their realization, starting with recording, classifying, and summarizing data to form financial reports. According to respondents, the accounting system is capable of identifying whether all risk-taking activities are within policy guidelines, and whether all activities and transaction data are stored on the computer.

The results of the calculations that have been carried out obtained a calculated t value for the financial accounting system of 2.145. > t-table 2.048 (df = nk-1 = 28). The significance level is 0.020 while the *level of significance* is 0.05. This indicates that the financial accounting system variable has a significant effect on the quality of financial reports. The results of this study indicate that a better financial accounting system will improve the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

This study is in line with research conducted by Cholifah (2019) that the regional financial accounting system influences the quality of financial reports.

CONCLUSION

The results of the analysis of the influence of HR competency, the application of accounting standards and financial accounting systems on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati can be concluded as follows: 1) HR competency has a positive and significant effect on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati; 2) The application of accounting standards has a positive and significant effect on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati , and 3) The financial accounting system has a positive and significant effect on the quality of financial reports at the Langgeng Jaya Abadi Cooperative in Pati.

Based on the research results and further discussion, suggestions can be proposed that are expected to be useful for researchers, Langgeng Jaya Abadi Cooperative in Pati and future researchers, including: (1) For researchers: Although this research has been carried out according to good scientific research steps, this research has limitations that require improvement in the future. As is known, this research only focuses on one object, so it does not rule out the possibility of limiting the generalization of the research results on the influence of HR competency, the application of accounting standards and financial accounting systems on the quality of financial reports; (2) For Langgeng Jaya Abadi Cooperative in Pati are: a) Improving the competency of financial management employees in managing and presenting financial reports. This can be seen from the fact that there are still employees who have low skills and knowledge in the field of accounting; b) Evaluating the application of accounting standards so that in making financial reports they can follow the standards and rules that apply in accounting, and c) Improving the reliability of financial reports because presenting financial report information fairly and not in favor of the needs of certain parties is not an achievement but an obligation.

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