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The Role of Self-Efficacy Mediating The Effect of Goal Orientation and Task Complexity on Judgment Audit Performance

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***Abstract*—This study aims to analyze the effect of goal orientation variables consisting of learning goal orientation (LGO), performance approach goal orientation (PAPGO), and performance avoidance goal orientation (PAVGO), and task complexity variable (TC), on performance judgment audit (JAP), and the role of self-efficacy (SE) mediates the influence of these variables, on the assessment of audit performance. The number of samples is 59 auditors who work in public accounting firms in the Province of Bali. Data were collected using a questionnaire, and analyzed using a SEM-based variant with partial least square (PLS). The results of the study found that learning goal orientation, performance approach goal orientation, performance avoidance goal orientation, and task complexity, have no significant effect on judgment audit performance. The variable self-efficacy is not able to mediate, the influence between learning goal orientation, performance approach goal orientation, and task complexity to the judgment audit performance, but is able to mediate the effect of performance avoidance goal orientation on the judgment audit performance.**

Keywords—learning goal orientation, performance approach goal orientation, performance avoidance goal orientation, task complexity, self-efficacy, judgment audit performance

I. INTRODUCTION

Audit practitioners, standards and rules in audits, constantly emphasize the importance of professional judgment, resulting from increasingly complex processes and financial estimates [1]. The many criticisms of auditor performance, in relation to the actual added value given to clients and businesses (Beller, 1999; Stamatis, 2000; cited by [2], cause auditors to be responsible for always maintaining skepticism and professional judgment through planning and audit performance [3]. The auditor makes an audit judgment, taking into account a number of issues related to the client's current performance and the client's strategic plans in the future [4].

An auditor's audit judgment can be influenced by technical or non-technical factors, including the individual auditor's behavior, which are now increasingly being considered both by accounting practitioners and academics. Although there was an increase in attention to auditor behavior, it was not followed by an increase in research on behavioral accounting as the main focus [5]. Previous audit studies, such as by [6], and [7], have considered the influence of auditor behavior or individual attitudes toward judgment audit performance. The results of his study show that the auditor whose attitudes and behavior are the most proactive influences the judgment audit. Research at [8] examine the effect of two auditor's personal characteristics, namely goal orientation and self-efficacy, and task complexity on judgment audit performance. The results of his research show that learning-goal orientation has a stronger influence on judgment audit performance, rather than goal orientation performance approach, and performance-avoidance goal orientation. Self-efficacy is able to mediate the effect of goal orientation when audit tasks are less complex than when tasks are more complex. Self-efficacy represents psychological constructs, identified as a central factor in self-regulation mechanisms, regulates human motivation and action and represents individual ability beliefs, to succeed in certain situations and various settings [9, 10]. The influence of self-efficacy both on social aspects and cognitive assessment, has been recognized in various job scenarios [11] and correlates very strongly with work-related performance [12]. The complexity of the task moderating the relationship of performance and goal orientation of the performance approach, does not correlate directly with performance [10]. The complexity of processes and accounting estimates continues to increase, how auditors apply judgment in increasingly complex tasks, has become an increasingly critical topic. The impact of the modern audit environment, which is increasingly complex, and cognitive limitations, the auditor must think differently, in a way that truly incorporates judgment and complexity into the decision-making process [1].

Based on previous empirical studies, this study aims to examine the effect of goal orientation and task complexity on judgment audit performance, as well as the ability of self-efficacy to mediate the influence between these two variables on judgment audit performance. The study was conducted on auditors who worked at public accounting firms in the Province of Bali, Indonesia.

II. LITERATURE REVIEW

Audit judgment is a consideration by the auditor that is needed in the audit process of financial statements and giving opinions [13]. The goal orientation viewed from a social cognitive perspective, is a personality trait that can positively influence challenging task performance [14]. Goal orientation includes : 1) learning goal orientation, focus the attention of individuals interested in doing the task, to develop skills and competencies [15]; 2) the goal orientation-

the performance approach, focuses individual attention on normative-based standards, and promotes a demonstration of relative ability, towards others [16], obtaining competence to show positive judgment to others [15]. 3) performance-avoidance goal orientation is high, individuals tend to avoid difficult tasks, to avoid negative perceptions from others, when task performance is poor [17], individuals tend to avoid tasks, which tend to fail, or avoid situations, where they can perform poorly [18], avoid challenges, uncertainties or high risk of failure, during the decision-making process, which can lead to worse judgment performance [19]. The complexity of the task, is considered identical to the difficulty of the task, as the amount of attention capacity or the mental process needed (Kahneman, 1973, cited by [20]. Two compilation aspects of task complexity, such as the level of task difficulty and task structure [13], the more complex the audit task faced by an auditor, the more difficult it will be for him to provide a fast and accurate assessment [20]. Self-efficacy is a person's belief in successfully completing a task with their own knowledge, skills and competencies [14], as an individual's confidence and abilities, which leads to certain behaviors in various situations [21], tend to exert considerable effort, which when executed properly, produces successful [12] referring to individual beliefs, about their ability to mobilize cognitive resources and necessary actions, to successfully carry out certain tasks in certain contexts [22].

III. RESEARCH METHODS

A. Population, Sample Selection, and Data

The population in this study were 90 auditors, who worked in 13 public accountant offices in Bali Province. The sample determination technique uses a saturated sample method, where all populations are selected as samples, with consideration that there are not many in number less than 100, and to anticipate if there are auditors who are not willing to be respondents. There is one public accountant office is not operating, so there are 12 offices of public accountants studied. The number of questionnaires that have been distributed as many as 90 copies, the questionnaire returned with a complete 59 copies, so the response rate of respondents was 66.29% (59/89).

B. Data Collection, Measurement and Analysis Techniques

The technique of collecting data using a questionnaire, which is distributed in the form of a questionnaire about the auditor's profile (part I), lists questions (part II) about the independent variables studied, such as learning goal orientation, performance approach goal orientation, and performance avoidance goal orientation, and self-efficacy as mediating variables. Each variable consists of four questions, measured using a Likert scale ranging from scale 1 (strongly disagree) to 7 (strongly agree). Judgment audit performance (part III) was measured using a modified instrument from an instrument developed by [8], consists of a number of questions in an audit case, measured by the number of correct responses to questions in the case of an audit, as a percentage of correct answers both complex and non-complex task. Low task complexity (code 0) is a task that asks participants to review the list of sales and cash transactions, company audit procedures and shows the audit objectives of each procedure by selecting a list of five audit objectives. High task complexity (code 1) is a task that asks participants, to review a list of misstatements related to a company's hypothetical cash transaction and identify audit procedures needed to uncover misstatements by selecting a list of eight substantive tests.

Data analysis techniques using SEM-based variants with partial least squares (PLS). Mediation analysis using path examination techniques [23]: 1) If path (c) is the mediating effect of LGO, PAPGO, PAVGO and TC on SE is significant, path (d) is the effect of the mediating variable SE on the JAP is significant, and path (a) is the effect of the mediating variable SE on the JAP variable is not significant, there is complete mediation; 2) If (c), (d) and (a) are significant, the coefficient of (a) is smaller than (b), then there is partial mediation; 3) If at (c), (d) is significant, and at (a) significant, the coefficient (a) is almost the same as (b) then the variable SE, not the mediating variable, and 4) If (c) or (d) is not significant, variable SE is not a mediating variable.

IV. ANALYSIS AND RESULTS

A. Test Instruments and Models

The validity test of the instrument using SPSS was carried out before all of them were distributed, on 12 question items in the questionnaire to 30 respondents. The test results show the Pearson correlation coefficient of more than 0.30 with the significance of each questionnaire less than 0.05, so that all questionnaire items are valid. The Cronbach coefficient of Alpha LGO, PAPGO, PAVGO and SE is more than 0.70, so the questionnaire is reliable. The SmartPLS output shows that the outer loading of each indicator is more than 0.70. AVE values of the variables JAP, TC, LGO, PAPGO, PAVGO, and SE, are more than 0.5. Besides that, the square root of AVE for each variable, also greater than the correlation value between these variables and other variables, it can be stated that these indicators are valid or meet convergent validity. The composite reliability value of all variables is more than 0.7, so reliability for all variables is reliable. R^2 of JAP variables is 0.326 and SE is 0.441, so the model of influence of LGO, PAPGO, PAVGO and TC on JAP, and the influence of those variables on JAP, mediated by SE, shows the model is moderate. Predictive value - relevant ($Q^2 = 1 - (1- R1^2) (1 - R2^2)$ ..... $(1 - Rp^2)$, is 0.280> 0, so that 28% variation in JAP can be explained by variables used in the model, while 72%, explained by other variables.

B. Test the Hypothesis

Hypothesis testing is done by conducting a significance test through the bootstrapping procedure, by looking at the parameter coefficient and the significance of p-values. The bootstrapping results to test the hypothesis, are path coefficients and total indirect effects, shown in the Table I.

Table I shows that the LGO effect on JAP is not significant, because the p-value is 0.717 more than 0.05, which indicates that path (a) is not significant. LGO has a significant effect on SE with a p-value of 0.029 which is less than 0.05, so path (c) is significant. The path coefficient of LGO influence on JAP without going through SE, is 0.140

with a p value of 0.097 which is more than 0.05, so there is no significant influence between LGO and JAP, so path (d) is not significant. The results of the analysis showing self-efficacy are not mediating variables. This means that self-efficacy cannot play a role in mediating the influence between learning goal orientation and judgment audit performance. There was no significant effect between PAPGO and JAP, without involving SE, because the p-value was 0.376 more than 0.05, then path (a) was not significant.

TABLE I. PATH COEFFICIENTS, TOTAL INDIRECT EFFECT AND INFLUENCE OF MEDIATION

Influence	Original sample	p-values	Path	Expl.	Concl.
TC→ JAP	-0.142	0,198	(a)	NS[a]	NM[c]
TC → SE	0,036	0,712	(c)	NS	
TC → SE → JAP	0.016	0,713	(d)	NS	
LGO → JAP	0.070	0,717	(a)	NS	NM
LGO → SE	0,322	0,029	(c)	S[b]	
LGO → SE → JAP	0.140	0,097	(d)	NS	
PAPGO → JAP	0.188	0,376	(a)	NS	NM
PAPGO → SE	0,344	0,020	(c)	S	
PAPGO→ SE→ JAP	0.149	0,094	(d)	NS	
PAVGO → JAP	0.096	0,480	(a)	NS	CM[d]
PAVGO → SE	-0,396	0,002	(c)	S	
PAVGO→SE→ JAP	-0.172	0,037	(d)	S	

[a.] NS = Not Significan, [b.] S = Significan, [c] NM = Not Mediation, [d] = Complete Mediation

Significant influence between PAPGO and SE, because the p-value is 0.020 less than 0.05, so path (c) is significant. The path coefficient of the direct effect of PAPGO on JAP, which involves SE is 0.149, and the p-value is 0.094 more than 0.05, so there is no significant effect on JAP, so path (d) is not significant. The conclusion of the analysis, there is no mediation, which shows that the auditor's orientation to show performance, which is mediated by self-efficacy, does not have a significant influence on judgment audit performance.

As shown in Table I, the PAVGO path coefficient on JAP is 0.096 with a p-value of 0.480 more than 0.05, which states that the PAVGO effect on JAP is not significant, so path (a) is not significant. Path (c) is significant, because there is a significant effect between PAVGO and SE, the path coefficient is -0,396 and the p-value is 0.002 less than 0.05. On the other hand, the PAVGO influence coefficient on JAP, which is mediated by SE is -0.396 and p-value is 0.037 less than 0.05, so there is a significant effect on JAP, then path (d) is significant. The results of the analysis found paths (c) and (d) were significant, but on the contrary path (a) was not significant, it could be concluded that perfect mediation occurred. The results of the analysis can be interpreted that self-efficacy has the role of being able to mediate in full the influence between performance avoidance goal orientation and judgment audit performance.

The path coefficient between TC and JAP is -0.142 with a p-value of 0.198 more than 0.05, thus there is no significant effect between TC and JAP, so path (a) is not significant. No significant effect was found between TC and SE, because the p-value is 0.712 more than 0.05, then path (c) is not significant. The effect of the TC variable on the JAP variable mediated by SE is also not significant, because the p-value is 0.713 more than 0.05, which means that path (d) is not significant. The results of the analysis found paths (c), (a) and (d) were not significant, so there was no mediation, in other words self-efficacy could not mediate the relationship between task complexity and judgment audit performance.

V. DISCUSSION AND CONCLUSION

A. Discussion

The results of the study show that the hypothesis H1a is rejected, because the learning goal orientation has no significant effect on judgment audit performance. The results of this study contradict the achievement motivation theory by [24] and [25], because individuals with high learning goal orientation are more motivated to perform tasks to develop competencies. They will be more involved in the task than those who do not have such an orientation, consequently a significant effect on performance. There are similarities in the results of this study, with research by Ford et al. (1998), and Stevens and Gist (1997) cited by [8], where there is a positive relationship between learning goal orientation and performance. The study found that most auditors working in public accountant offices in Bali stated that they agreed to work on challenging audit assignments for learning purposes, but the effect was not significant on improving their judgment audit performance.

The H1b hypothesis is also rejected, because there is no significant influence between performance approach goal orientation to judgment audit performance. There is a positive influence between the orientation variables of the performance objectives approach and the audit performance appraisal, so the results of this study are in line with research by [26] and [17]. Research by [15] also states that individuals who are goal-oriented for high performance, usually focus on gaining competence and are interested in showing positive ratings to others, so that their performance will improve. Research shows results, the auditor's response mostly states agree on the importance of orientation shows high performance to other auditors, but the effect is not significant on the performance of judgment audits.

There is a positive non-significant effect between performance avoidance goal orientation variables and judgment audit performance, so the H1c hypothesis is rejected. The results of this study are not in line with the results of the study of [26], [17] and [27] which show consistent evidence that there is a negative relationship between high performance avoidance goal orientation and performance. However, the results of this study are in line with the results of the study by [19], because auditors with high performance avoidance goals, will tend to avoid challenges, uncertainties or failure risks that can lead to worse judgment performance, so their judgment audit performance will increase. The results of the study also indicate that auditors who feel incompetent to perform audit

tasks, compared to other auditors, cause higher performance avoidance.

Task complexity has no significant effect on judgment audit performance, H2 is rejected. The results of this study are different from the results of research by [6] and [7], which state that the complexity of assignments and experiences have a significant effect on judgment audit. However, this research is in line with the results of a study by [20] which states that the more complex the audit task faced by an auditor, the more difficult it will be for the auditor to provide a fast and accurate assessment. In addition, the results of the study indicate a negative relationship, meaning that the more complex the audit task faced by auditors in the public accountant office in Bali, the lower the judgment audit performance will be.

The results showed that self-efficacy was not able to mediate the relationship between learning goal orientation, performance approach goal orientation and task complexity to judgment audit performance. The findings of this study are not in line with social cognitive theory according to [12], because individuals with high self-efficacy tend to look for efforts to improve their performance, as well as the results of research by [8] self-efficacy is able to mediate the relationship between goal orientation and task complexity to judgment audit performance. If the results of this study are interpreted, then both complex and non-complex tasks, auditors who have high goal orientation for learning and to show performance, are able to improve self-efficacy, but not significantly influence judgment performance audit. This study found that self-efficacy is only able to perfectly mediate the relationship between performance avoidance goal orientation and judgment audit performance. The results of this study found that the higher performance avoidance carried out by auditors, because of their low competence, resulted in low self-efficacy, so that the judgment audit performance was low. In contrast, auditors with a low performance avoidance goal orientation, their self-efficacy becomes increased, which in turn results in a better judgment audit performance.

B. Conclusion

The results of research conducted on auditors in the public accountant office in the Province of Bali, showed that the learning goal-orientation orientation had no significant positive effect on judgment audit performance. This shows that the auditors have a high or low goal orientation for learning, apparently no significant effect on the performance of the judgment audit. Likewise, the performance approach orientation also has a non-significant positive effect on judgment audit performance, meaning that goal-oriented auditors are high or low, to prove their performance is better for other auditors, or they want to prove that they are more competent at work, in working audit tasks, it turns out the effect is not significant on the performance of the judgment audit. The same results also occur in the performance avoidance goal orientation which has no significant positive effect on judgment audit performance. This proves that, auditors who have high or low goal orientations to avoid doing audit tasks, because they feel less competent, feel they are not able to do the task, or feel their performance will be bad, are not significantly affected by the judgment audit performance.

Task complexity has a negative and insignificant effect on judgment audit performance, which shows the higher the complexity of the audit task performed by auditors, the lower their judgment audit performance. However, the high and low complexity of the task that is done, it turns out there is no significant effect on the performance of the judgment audit.

Self-efficacy is not able to play a role in mediating not only for the influence between learning goal orientation, performance approach goal orientation to judgment audit performance, but also for task complexity. But on the other hand, it is able to perfectly mediate the effect of performance avoidance goal orientation on judgment audit performance. Auditors who are goal oriented for learning, as well as those who want to show their performance, have no significant effect on their judgment audit performance, even with high self-efficacy. But auditors who have their goal orientation are low to avoid audit assignments, because they feel less competent, feel they are not able to do the task, or feel their performance will be bad, they are able to improve their self-efficacy, ultimately influencing their judgment audit performance.

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