

# Early Warning Of Organizational Ethical Culture In Accounting Fraud

Dianing Ratna Wijayani<sup>1,\*</sup> Dwi Ratmono<sup>2</sup>

<sup>1</sup> Doctoral Student of Diponegoro University & Lecture Muria Kudus University

<sup>2</sup> Lecture of Doctoral Program, Faculty of Economics and Business Diponegoro University

\*Corresponding author. Email: [ratna.wijayani@umk.ac.id](mailto:ratna.wijayani@umk.ac.id)

## ABSTRACT

This research aims to find accounting fraud in financial statements that occur in banks in Indonesia. This type of research is qualitative, using primary data. The sample is determined using the purposive sampling method with a total sample of 265 respondents to employees of banking companies. This research uses a moderated regression analysis technique using E-VIEWS. This research shows that organizational ethical culture has a negative effect on accounting fraud, whereas information technology weakens the influence of organizational culture on accounting fraud. The novelty of this research shows that the addition of organizational culture plays a role in accounting fraud. The contribution of this research is that applying organizational culture in the work environment has a significant influence. Because organizational culture is a social glue that binds all members of the organization through values, norms, standards that are clear about what members can and cannot do and say, so it is hoped that the organizational culture in the work environment can act as a supervisory system, glue social relations, understand each other to create the expected work environment.

**Keywords:** *Organizational Ethical Culture, Information Technology, Accounting Fraud*

## 1. PRELIMINARY

Economic growth in the current era of globalization is proliferating. Economic growth in Indonesia began to develop using a banking basis. According to law no. 10 of 1998, Banking is a business entity that chooses the private sector or the government to collect public funds and redistribute them in loans to improve living standards. [33]. Government banking, one of which is conventional banking, often accounts for fraud because it does not use sharia principles. According to [2], The tendency of accounting fraud means all actions, attitudes, policies, and methods that intentionally use cunning, smuggling, and manipulation, namely in the presentation of financial statements and asset management of entities or organizations where the aim is to obtain personal gain at the expense of others. Research on the tendency of accounting fraud has been done a lot because the researchers' results are not consistent, so it can be re-examined. This research uses replication of previous research conducted by. A moderating variable is added in this research, namely the information technology variable, which is a differentiator from previous research, namely information technology. Information technology is added because developments in information technology will affect an individual's commitment to carrying out a working relationship, leading to a potential tendency to commit accounting fraud

[20]. The second difference lies in the research object, namely this research in all banks in Central Java, during the previous research on the Savings and Loans Cooperative in Jembrana Regency. The third difference in the research year is that the research will be carried out in 2020, while the previous research was in 2017.

### 1.1 Fraud Triangle Theory

Pressure, opportunity, and rationalization are the three factors that underlie a person committing an act of fraud in the fraud triangle theory. So it can be concluded that cheating, in general, has three general characteristics. Based on this theory, three factors cause someone to commit fraud. The essential concept of pressure is that a person has an urgent need (financial need), which cannot be shared with others (perceived unshareable financial need). At the same time, the notion of pressure is the desire or desire of someone who ultimately compels them to commit an act of cheating. Opportunities are opportunities that allow fraud to occur. Opportunities can occur due to the company's perception of weak internal control, ineffective management supervision, and abuse of position or authority. Rationalization is a thought which states that the act of committing fraud is something that is legitimate and acceptable in society. This occurs because the perpetrators of fraud feel that they deserve more profit for what they have done. Also, this is done to calm the

perpetrator's feelings so that if it is done, it can reduce fraud, which is generally triggered by motivation and opportunity [7].

## 2. LITERATURE REVIEW

The tendency of fraud usually shows an indication that the perpetrator will take actions that lead to fraud. Accounting fraud tends to be a tendency to corruption in the definition and terminology due to several elements consisting of misleading facts, violations of rules, or abuse of beliefs and critical facts [22]

According to [29], fraud is deliberate lies, untruths in reporting company assets, or manipulation of financial data to benefit the party who carried out the manipulation. The Indonesian Institute of Accountants explains that fraud has the meaning of accounting actions as (a) misstatements arising from fraud in financial reporting, namely misstatements or intentionally omitting amounts or disclosures in financial statements to manipulate financial statement users, (b) misstatements arising from improper treatment of assets (embezzlement or misappropriation of assets) related to cases of theft of an entity's assets that result in financial statements not being presented using generally accepted accounting principles in Indonesia [17].

Organizational culture ethics is a series of behaviour patterns and beliefs that a person believes to be a role model for all organization members; behaviour here is morally acceptable and does not violate the law. In ethics, organizational culture must commit so that it can create an ethical organizational environment. [31]. Organizational ethical culture is a picture of exemplary behaviour that employees can emulate and imitate. Even though it is cheating, the employee will justify his action because he feels his action is by management's action [13].

Information technology has become the primary choice in creating information systems an organization that is strong and capable of creating competitive advantages in the middle competition is getting stricter today [8]. Investments in information technology in an organization are generally intended to contribute to individual performance members of organizations and institutions. Also, the use of information technology will simplify and speed up organizational activities. So, employees can carry out their duties economically, efficiently, and

effectively [10]. Various information processing components use different hardware, software, data management, and information network technology. Information is data that is processed, and its nature becomes other data that is useful and can be called information [36]

## 3. HYPOTHESIS DEVELOPMENT

### 3.1. *Organizational Ethical Culture on the Tendency of Accounting Fraud*

Organizational culture ethics is a system of values, norms, and beliefs that each member shares in an organization, then able to influence the way members to work in the organization and can create superior and ethical attitudes and avoid actions that can harm the organization so that ethical organizational culture that has been created can prevent acts of fraud in an organization [26]

The fraud triangle theory in which there is one factor that triggers fraud is rationalization. Rationalization is thinking that justifies an action as normal behaviour. Perpetrators of fraud always try to legitimize their actions by looking for excuses. Legitimacy is done intentionally to calm the feelings concerned to not cause guilt and fear in him [9].

Research conducted [4] stated that the organization's ethical culture has a negative effect on the tendency of accounting fraud. This research is supported by [26], which results in organizational culture ethics negatively affecting the tendency of accounting fraud. Based on the description above, the hypothesis in this study can be formulated as follows:

H 1: The organization's ethical culture has a negative effect on the tendency of accounting fraud.

### 3.2. *Organizational Ethical Culture on the Tendency of Accounting Fraud with Information Technology as a Moderation Variable*

Information technology has brought fundamental changes to both private and public organizations. Therefore, information technology is critical in determining companies' competitiveness and improving business performance in the future. Information technology resources are a reasonable consideration [30]. It is for managers and consultants to determine the company's success in

the future [18]. Implementing information technology can meet the business world's information needs quickly, timely, relevant, and accurate manner [11]. The existence of information technology implementation that helps company activities produce accurate information helps prevent fraud in the company organization.

The fraud triangle states that fraud is due to pressure and because there is an opportunity. In the sense of financial reporting in government agencies, it is possible for fraud to occur because if monitoring is carried out only offline, the probability of fraud will be higher. However, the presence of technical information can reduce the occurrence of accounting fraud. If the organization's ethical culture has been implemented in company agencies, accounting fraud can be minimized if the effective use of technical information supports it [12].

Research conducted by [36] states that information technology can increase organizational ethical culture variables on accounting fraud. Based on this, the following hypothesis is put forward:

H2: Information Technology strengthens the influence of organizational ethical culture on the tendency of accounting fraud

#### **4. RESEARCH METHODS**

This research is quantitative because it determines the relationship between variables in a population being studied. The data used in this study is primary data. Primary data is data obtained through data sources directly given to researchers by distributing questionnaires to respondents used as research samples. This study aimed to examine the effect of internal control, organizational culture ethics, and information technology as moderating variables on the tendency of accounting fraud in banking companies. This research was conducted in all banks in Central Java by taking the sample using the technique of determining the sample, namely purposive sampling, because it has specific criteria in taking the sample. The analysis used is moderation regression analysis [15].

This research's population was all banks in Central Java, a conventional bank registered with Bank Indonesia. This study using a sampling technique using purposive sampling. Purposive sampling is one of the sampling techniques using certain criteria determined by the researcher and carried out randomly [3]. The sample used consists of 3 parts: the head of the accounting department, the finance department, and the bank's asset administration department. The research sample

used was 265 employees. The criteria for determining the sample in this research are as follows:

- a. Bank employees work as head of the accounting department, finance, and bank assets administration.
- b. Minimum education for Strata 1 (S1) Accounting
- c. The minimum work period of 1 year

Misstatement is one form of accounting fraud that occurs in fraudulent financial statements. Misstatement in fraud, in this case, is omitting the amount of manipulating financial statements that are done intentionally and aim to deceive users of financial statements. The form of misstatement in the financial statements can be the embezzlement of assets, fraud, or other things that are legally violating the rules. This misstatement results in the entity's assets being presented in financial statements that do not use generally accepted accounting principles in Indonesia [5]. The accounting fraud tendency variable is measured through 16 question items categorized into three indicators. The three indicators are measured with a Likert scale of 1-5. Procedural fairness indicators cover the following [14] fraudulent financial statements, misuse of assets, corruption.

Cultural ethics in the organization is a system of values, rules, and beliefs trusted and adhered to by organization members to achieve ethical and superior behaviour and avoid fraudulent actions that can harm the organization [19]. Measurement of organizational culture ethics variables using a Likert scale with an assessment of 1-5. The question indicators used in the organizational culture ethics variable are as follows [13] visionary role models, communication of ethical expectations, ethical training, penalties for unethical acts, ethical protection mechanisms

The utilization of information technology, according to [34] is the benefit expected by users of information systems in carrying out their duties or behaviour in using technology when doing work. This variable is measured using a Likert scale of 1-5. The indicators used in information technology are as follows [13]: computer use, application implementation, presentation of financial reports online.

The data processing in this study uses the help of the E-VIEWS 10 program. Furthermore, the data to be processed will go through several stages of testing. The tests carried out in this study were descriptive tests, classical assumptions, instrument tests, and hypothesis testing using multiple linear

regression equations in this research model. The research model equation is as follows:

$$Y = \alpha - \beta_1 X_1 - \beta_2 X_1 * Z$$

Where:

Y = The tendency of accounting fraud

a = Constant

$\beta$  = Regression Coefficient

X1 = Organizational Ethical Culture

Z = Information Technology

## 5. RESULT

### 5.1 Descriptive Statistics

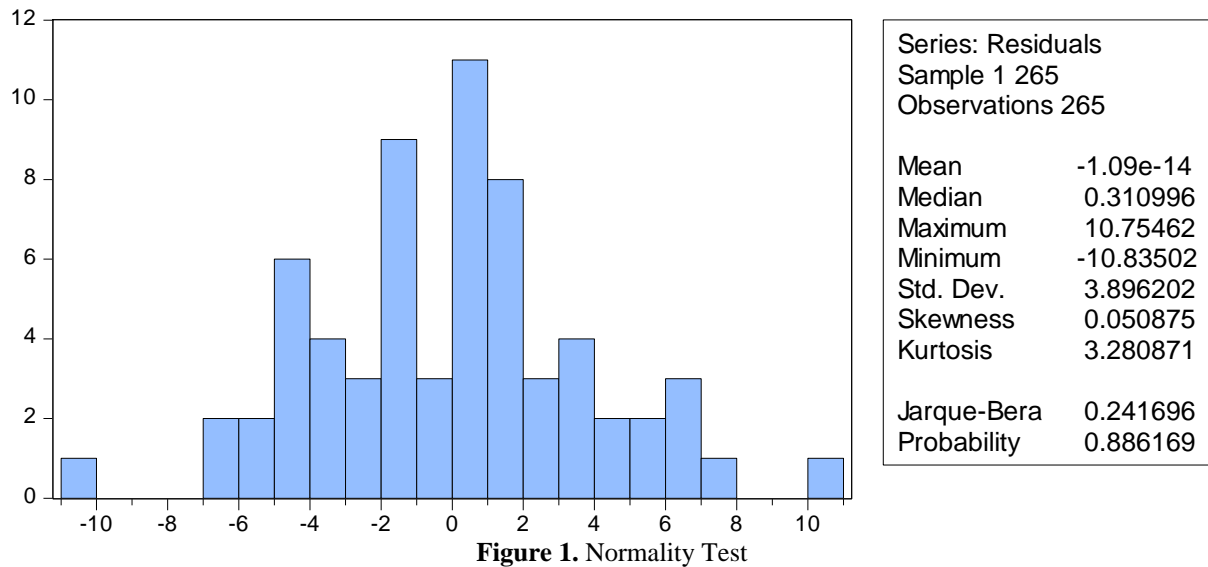
**Table 1.**  
Descriptive Test

	Culture	Technology	Fraud
Mean	21	22.86	67.10
Median	21	24	65
Maximum	25	25	79
Minimum	7	20	53
Std. Dev.	2.92	1.95	4.63
Observations	265	265	265

The results of statistical tests in Table 1, the standard deviation value that is less than the average value, indicates the small distribution of data on the variables of organizational ethical culture, information technology, and the tendency of accounting fraud which indicates that the

majority of respondents agree on the questionnaire of this research [6].

### 5.2 Normality Test



Normality test is used to determine whether the residual value in a regression equation is normally distributed or not. The test uses an analytical approach, using the probability value of Jarque Berra. The results of this normality test show that the Jarque probability value is 0.88 > 0.05, meaning that the research data residuals are normally distributed. [15].

**5.3 Multicollinearity Test**

**Table 2.**

Multicollinearity Test

	Culture	Technology	Fraud
Culture	1	0.22	-0.38
Technology	0.22	1	-0.32
Fraud	-0.38	-0.32	1

The purpose of the multicollinearity test is to test whether a high or perfect correlation is formed between the independent (independent) variables in the regression model. If it turns out that the results have a high correlation between the two independent variables, it can be concluded that the results of this test have multicollinearity symptoms. In testing, the multicollinearity of the correlation

values that can be tolerated in the multicollinearity test is 70%. From the multicollinearity test results above, it can be seen that the correlation value is 0, 22, 0.38, 0.32, and all <0.7, so it can be concluded that there is no multicollinearity problem in the research variables [36].

**5.4 Heteroscedasticity Test**

**Table 3.** Heteroscedasticity Test

Heteroskedasticity Test: Glejser

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F-statistic	5.780495	Prob. F (3.61)	0.085
Obs * R-squared	14.38824	Prob. Chi-Square (3)	0.072
Scaled explained SS	14,4103	Prob. Chi-Square (3)	0.072

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Heteroscedasticity testing aims to determine whether or not there is a deviation from the classical assumptions in the regression equation. Heteroscedasticity is defined as the residual variance inequality for all observations in a regression model. The conditions must be met in a regression model to be free from heteroscedasticity. If the probability value is < 0.05, there are symptoms of heteroscedasticity in the research

model. In this research model, the value of heteroscedasticity using the Glejser test method is obtained, the prob value of Obs\*R-squared is 0.07, which is greater than 0.05 so that it can be concluded that this research model is free of heteroscedasticity [23].

**5.5 Autocorrelation Test**

**Table 4.** Autocorrelation Test

Breusch-Godfrey Serial Correlation LM Test:

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F-statistic	0.112875	Prob. F (2.59)	0.8935
Obs * R-squared	0.247759	Prob. Chi-Square (2)	0.8835

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The next classic assumption test is the autocorrelation test, which correlates residuals in one observation with other observations with a regression model. Autocorrelation testing can use the Breusch-Godfre test, where if the probability value is less than 0.05, then there are symptoms of

autocorrelation, and if the probability value is greater than 0.05, then free from autocorrelation. Autocorrelation testing aims to determine whether an autocorrelation exists between the observed variables in the regression model used. From the results of the autocorrelation test, it is found that

the probability value of Obs\*R-squared is 0.8835 > 0.05, so it can be concluded that this research

model is free from autocorrelation [24].

**5.6 Moderated Regression Analysis Test and Hypothesis Test**

**Table 5.** MRA & Hypothesis Test

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	103.7279	7.742084	13,39793	0
Culture	-0.71424	0.188826	-3.782531	0.0004
Culture_Tehnology	-0.432265	0.15941	-2.711656	0.0087

R-squared	0.292004	Mean dependent var	67,10769
Adjusted R-squared	0.257184	SD dependent var	4,63048
SE of regression	3.990861	Akaike info criterion	5.665454
Sum squared resid	971,5452	Schwarz criterion	5.799263
Log-likelihood	-180.1273	Hannan-Quinn criteria.	5,71825
F-statistic	8.386215	Durbin-Watson stat	1,917582
Prob (F-statistic)	0.000094		

From the regression above, it can be interpreted that the study results are the constant-coefficient value of 103.72, meaning that if the culture and technology variables are considered constant, fraud will increase by 103.72. The cultural regression coefficient value of 0.71 is negative, which means that any increase in culture will reduce fraud by 0.71 and vice versa. The regression coefficient of Budaya\_Tehnologi, which is the interaction between Culture and Technology of 0.43, is negative. This means that any increase in Budaya\_Tehnologi will reduce fraud by 0.43 and vice versa. Based on table 6, it can be obtained that the moderation regression equation for this research is:  $Y = 103.72 - 0.71X_1 - 0.43X_1 * Z$

The calculations in table 6 show that This equation model has a calculated F value of 8.386215, and a value probability that is smaller than 0.05 is 0.000094. It was concluded that the organization's ethical culture and information technology had a simultaneous effect on the variable of accounting fraud tendency, and it is said that the regression model is feasible [15].

Based on the results of the calculation of table 6, the estimation results of the Cultural variable have a regression coefficient of -0.71424 with a probability of 0.0004. The probability value below  $\alpha = 5\%$  indicates that the Cultural variable has a negative and significant effect on fraud. Thus it means that hypothesis 1 is accepted. Namely, the Organizational Ethical Culture has a negative effect on the Tendency of Accounting Fraud. [15]

From the calculation of the analysis in table 6, the interaction variable's estimation results between culture and technology have a regression coefficient of -0.432265 with a probability of 0.0087. The probability value below  $\alpha = 5\%$  indicates that the interaction between Culture and Technology is a significant negative for fraud. Thus hypothesis 2 is rejected. Namely, Information Technology weakens the negative influence of Organizational Ethical Culture on Financial Accounting Tendencies. This study concludes that information technology can weaken the influence of organizational culture ethics on the tendency of accounting fraud. The moderation regression results indicate that information technology can be classified as moderating homologous [1]

The results of the Adjusted R Square test can be seen in Table 6, which shows that the value of Adjusted R Square is 0.257184 or 25.71%; this indicates that the organizational ethical culture variables and moderation between technology and organizational ethical culture are only able to influence the tendency of accounting fraud by 25, 71%, while the remaining 94.29% was caused by other variables which were not examined in this research [15]

**6. DISCUSSION**

**6.1. The Effect of Organizational Ethical Culture on the Tendency of Accounting Fraud**

The higher the application of organizational ethical culture, the lower the tendency for accounting fraud to occur. This shows that applying an organizational ethical culture can minimize or prevent the tendency of accounting fraud from occurring [21]. After testing based on the fraud triangle theory, the results of this study explain that rationalization is a person's thinking to justify his actions as the right attitude. Because it is important to know that every perpetrator of fraud will certainly not feel guilty and feel that his actions are right by looking for various reasons, this is done to calm the feelings in question so that it does not cause fear in him if it is done. Organizational culture is a value, norm, and the basic concepts adopted by organizational members that influence organizational members' behaviour and workings. The role of organizational culture is crucial, namely as a determinant of direction, which can be done and cannot be done, managing and allocating organizational resources, and dealing with problems and opportunities from the internal and external environment. The results of this research are in line with the research conducted by [28], which states that the organization's ethical culture has a negative effect on the tendency of accounting fraud.

### ***6.2. The Effect of Organizational Ethical Culture on the Tendency of Accounting Fraud with Information Technology as a Moderation Variable***

Information technology weakens the influence of organizational ethical culture on the tendency of accounting fraud. These results indicate that information technology implementation that makes company activities produce information impacts the opportunity for fraud in the company organization [25]. The test results in this research are based on the fraud triangle theory, which states that opportunity is an opportunity for a worker to commit fraud. Several things, including information technology, usually cause the opportunity to commit fraud. With advances in information technology, it allows someone to manipulate data with various available applications and get around the system applied. Because it is possible that conditions in the field may not match the financial report data submitted online. The role of information technology is crucial in the work environment, where everyone is required to understand and master. The more someone understands technology, this ability could be misused for personal gain. This research's results are from the statements put forward by [16], who said that the rapid development of information technology weakened the influence of organizational ethical culture on accounting fraud.

## **7. CONCLUSION**

Based on the 265 questionnaires that have been distributed for this research, it is concluded that the variable organizational ethical culture has a negative effect on the tendency of accounting fraud. The results of this study state that information technology weakens the ethical relationship of organizational culture to the tendency of accounting fraud. This research implies that it can add to the literature review and become the basis for consideration of central and local government leaders in making decisions regarding matters that can suppress accounting fraud in organizations. This research's limitations lie in the results of the adjusted R<sup>2</sup> value of 25.71%, while the remaining 74.29% is caused by other variables not examined in this research. Therefore there is the possibility of other variables influencing the tendency of cheating. Accounting. Second, this research's scope is only in all banks in the province of Central Java, which examines the tendency of accounting fraud. From the conclusions and limitations that have been submitted, the researchers suggest the following for further research: The first suggestion is that it is hoped that in future research, researchers can add or test other variables that can affect the tendency of accounting fraud. Variables that can be used are, for example, law enforcement variables, where there are strict legal rules and are applied by management or organizational leaders, it will parse the level of the tendency of accounting fraud, this is by research conducted by then some suggestions that can be conveyed are as follows; the first is expected to add or test other variables that influence the tendency of accounting fraud. As the law enforcement variable, this is because if there are strict legal rules applied by management, it will parse the level of the tendency of accounting fraud, this is by research conducted by then some suggestions that can be conveyed are as follows; First, the researcher will add other variables to be tested in further research related to the tendency of accounting fraud. Law enforcement as a variable, if there are strict legal rules applied by management, it will parse the level of accounting fraud; this is by research conducted by [27]. Second, by expanding the scope of research such as all banking, both conventional and sharia.

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