

## ETHICAL COMPARATIVE PERCEPTION MANAGEMENT BASED ON GOVERNMENT INTERNAL AUDITORS

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### ABSTRACT

The objectives of this study are to compare the ethics perception of government internal auditor based on auditor individual attributes, namely locus of control, gender, seniority and equity sensitivity. Ethics perception questionnaire was formulated based on code of employers ethics on Inspectorate General of the Ministry of Finance. The samples were internal auditors, and questionnaire was collected from auditors based on convenience sampling. The result shows that there were significant difference on ethics perception between junior and senior auditors, where junior auditors have better score ethics perception than the senior ones, the auditor internal locus of control and external locus of control, where internal locus of control auditors have better score ethics than external locus of control, benevolent auditors and entitled, where benevolent auditors have better scores ethics perception than entitles, and there were no significant difference between male and female. Based on descriptive statistics senior auditors tend to have external locus of control and entitled attributes

**Keywords:** Ethical comparative perception, benevolent, entitled.

### INTRODUCTION

Understanding the perceptions of ethical codes of ethics and behavior that are unethical or less ethical is an issue relevant to current auditors. In the field of Indonesian accountants the issue of auditor ethics evolves with the occurrence of several violations of ethics, whether committed by public accountants, internal accountants, and government accountants. To discuss the behavior and desire to change behavior or create the desired behavior, it is necessary to study the factors that influence one's ethical behavior.

Reiss and Mitra (1998) and Winarna (2003) concluded that gender and academic disciplines influence ethical judgments. Cohen et al. (1998) in his study also concluded that gender and academic disciplines cause significant differences in the assessment of ethical behavior, which examines individual factors of Locus Control Gender of academic discipline and work experience that conclude the differences in behavior of individuals as a result differences in individual factors. Fauzi (2001) developed Reiss and Partners' research by adding Equity Sensitivity as an additional individual factor which also indicated the difference of ethical behavior due to the difference in individual factors.

From several studies above, this study aims to determine the effect of individual attributes of auditors on the perception of professional ethics. In previous studies the role of the researchers focused more on public accountants, so the authors are motivated to study more specifically with the subject of research is internal government auditors at

the Inspectorate General of the Ministry of Finance of the Republic of Indonesia. This research is important because it can provide feedback for coaching the ethical behavior for internal auditors in the government institutions.

For the above reason, this research is intended to answer the following questions:

1. Is there any difference of ethical perception between auditor with internal locus of control and auditor with external locus of control?
2. Is there any difference of perception of ethics of senior auditor and junior auditor?
3. Is there any difference of perception of ethics of man auditor with female auditor?
4. Is there any difference of ethical persepsi between auditors belonging to the category of benevolents and auditors belonging to the entitleds category.

The purpose of this research is to empirically examine the differences of ethical perception between: a. Auditor with internal locus of control and auditor with external locus of control, b. Senior auditor and junior auditor, c. Male auditor and female auditor, and intermediate, d. Auditor which is categorized as benevolent and auditor which is included entitled category.

The results of this study are expected to be useful for other researchers and accounting students in general, to increase understanding of behavioral accounting, especially about ethics so as to encourage ethical behavior in the world of work. In addition, the results of this study can be used as input for the leaders of the Inspectorate General of the Ministry of Finance of the Republic of Indonesia in fostering performance and maintaining ethical attitude among the internal auditors.

## LITERATURE REVIEW

Perception by Indonesian dictionary (2002: 863) is the response of direct acceptance of something or process a person knows some things through the five senses. The ethical perception is the response (acceptance) of a person to a particular moral event through a complex determination process with inner and outer counterparts that are characterized by a unique combination of experience and learning from each individual so that he can decide what which must be done in certain situations(Sihwahjoeni and Gudono,2000).

Gibson (1996 in Retnowati, 2003) states there are some special important factors that cause individual differences in behavior: perceptions of personality and learning attitudes. As Walgito (1997) points out in Retnowati (2003) that the way to understand individual behavior is by studying the variables that directly affect individual behavior. Through the experience of individual perceptions, one can predict how individual behavior is based on their perception of what that reality is, not about what reality itself.

Ethics and Code of Ethics. Citing the opinion of Madjid (1992) in Ludigdo (1999) that ethics (ethos) is comparable to the moral (mos) which are both philosophies of custom. Therefore, in general ethics or morals are philosophy, science or discipline about the modes of human behavior.

Frederik et al (1992) in Harsono (1997) gives the understanding that ethics is a concept of right and wrong behavior. Ward et al (1993) in Ludigdo & Machfoedz (1999) reveals that ethics actually involves a complex process of determining what one should do in a given situation. Then Chua et al (1994) in Sihwahjoeni & Gudono (2000) in the context

of professional ethics reveals that professional ethics is also related to moral behavior. Moral behavior here is more in the sense of including the peculiarities of ethical patterns expected for a particular profession.

According Keraf (1995) there are criteria or attributes inherent in the profession, namely: a. The existence of special knowledge, b. The existence of rules and high moral standards (code of ethics of employees of Inspectorate General MOF) c, Dedication to the community, d. The existence of special permission to practice the profession, and e. Professionals usually become members of a professional organization. Auditor is a profession. In the profession, there are elements of ethics as a characteristic of a profession. This means that the auditor is an ethical profession in which professional ethics plays an important role in the working mechanism of the government auditor.

When it comes to behavior and the desire to change behavior or create the desired behavior that is ethical behavior, the first thing to know is what matters affect the ethical perceptions and how strong those influences are. Only then can a determined action be taken to achieve the desired behavior. For example, the behavior of unethical government auditors is more influenced by the personal attitude that does not have ethics, then the solution is not to improve the attitude of public criticism, but rather the improvement of education and professional ethics.

Weiss and Adler 1984 in Reiss & Partners (1998) suggest that the characteristics of personality or individual differences have been found to have a profound effect on organizational processes when situational pressures are low as high situational pressures. Individual factors such as age, length of work experience, academic discipline, further empirical testing is needed to continue the expansion of knowledge of how demographic variables influence ethical behavior (Ford et al. 1994 in Reiss and Partners, 1998).

Individual factors include personal attributes (nationality, religion, gender and age), education, work, personality, values and trust (Borkowski and Ugras, 1998). Individual factors are still rarely reported and even very difficult to understand because of the inconsistencies in previous findings (Reiss and Partners 1998), Reiss and Partners suggest that future research should be done if there are differences between individual attribute variables such as gender, classification, academic discipline, work experience or length of working experience. Research also needs to include other individual attribute such as *equity sensitivity*, *benevolent*, and *entitled*.

The individual attributes / characteristics discussed in the study include the Locus of Control of the length of work experience, gender, and Equity Sensitivity. Locus of Control is a person's perspective on whether he can or cannot control the events that happen to him (Rotter in Prasetya, 2002). Gershaw (1989) suggests that the locus of control is the acceptance of a source of control through a person's behavior. Thoman and Harvey (2003) suggest that the locus of control relates to one's beliefs about what causes a particular outcomes.

*Locus of Control*. The concept of Locus of control is based on the main thing in social learning theory, where the theory is based on the choices made by each individual derived from the various potential behaviors contained in him. Reiss and Partners (1998) divide Locus of control into two: a. Internal locus of control; the worldview that

all good or bad results are due to actions, certainty and internal factors from within themselves. Individuals who fall into this category are usually responsible for their actions, b. External locus of control; the way in which all the results obtained, good or bad are beyond their self-control but because of external factors such as chance, destiny. Individuals falling within this category place responsibility beyond their control. Lefcourt (1982) in Prasetyo (2002) states that the internal locus of control is directed to the view that good or bad events are caused by one's actions. Therefore the occurrence of an event is in a person's control, while the external locus of control is indicated by the view that the good or bad events that occur are not related to a person's behavior in certain situations, therefore it is called beyond someone's control. Based on the theory of locus of control, the behavior of accountants in conflict situations will be influenced by the characteristics of locus of control. Individuals with internal locus of control will be more likely to behave ethically in situations of audit conflict compared to individuals with external locus of control. The internal innate locus of control features are those who believe that an event is always in its control and will always assume roles and responsibilities in the determination of right or wrong. Conversely, the person with an external locus of control believes that the events in his life are beyond his control and believe that his life is affected by fate, luck and opportunity and more trust in the forces that exist outside of himself.

*Years of Job Experience.* Kidwell, et. al (in Reiss and Partners 1998) found an association between length of work and ethical trust. Ruegger and King (in Reiss and Partners, 1998) find through class discussions that students who have worked for some time behave more ethically than students with limited work experience. On the other hand, Callan (1992 in Reiss and Partners, 1998) found that the relationship between length of work and ethical behavior was not significant. Widiastuti (2003) who divides the hierarchical level of public accountants into two, namely the senior category when working more than two years and the junior who work less than two years. The result of the research shows that there is a significant difference of perception on Indonesia's code of ethics among senior public accountants.

*Gender.* The gender concept in this study is based on the concept of sex. Understanding gender is a biologically determined nature. Sex terminology refers to the productive status of individuals as men and women on the basis of behavioral and physical criteria. King (1992) in Reiss and Partners (1998) found that gender is a significant factor in determining ethical behavior and women are more ethical than men in perceptions of the ethical situation. Swueeney and Robert (1997) in Winarma (2003) conducted a study of public accountants small and large companies obtained results that women have a higher development than men. Abdulrahim (1999) in Winama (2003) mentions the effect of gender differences on the behavior of educator accountants. The results suggest that the attitudes of male and female employees differ in changes in their work environment. Different research results were obtained by Kidwell et al. (1987) in Reiss and Partners (1998) who found that managers indicated a tendency to conceal women's mistakes, but based on their perception that there were no behavioral or unethical differences between men and women. In addition, Ludigdo (1998) suggests that sex has no effect on business ethics.

*Equity Sensitivity.* Equity is related to fairness that a person feels compared to others (Sashkin and Williams, 1990 in Fauzi 2001). Equity theory was first proposed by Adams in 1963 and 1965. According to Adams, a person assesses his relationship by

analyzing what he gives (input to the relationship, then what he receives (outcomes) compared to that given other people and outcomes received by others. The essence of this theory is justice accepted (Author, 2003). If the individual feels that the ratio of outcomes to the inputs given is less than what is received by others, then the inequity arises and the individual will seek to achieve equity, so the inequity can be positive or negative. Individuals receive negative inequities when received outcomes are smaller than others. Conversely, the individual receives positive inequity if the outcomes received are greater than others. According to Adams, individuals will act negatively in dealing with accepted situations to form positive or negative inequity. Individuals will seek a balance point with others in their environment (Author, 2003). From the perspective of equity theory proposed by Adams, individuals try to find a balance between what they get from organizations (outcomes) and the contributions they give to organizations (inputs) (Kickul & Lester 2003).

Different individual characteristics can lead to different behaviors in view of a fairness. Equity sensitivity tries to explain differences in ethical and unethical behavior caused by individual characteristics (Fauzi, 2001). Regarding perceptions of inequity, recent studies suggest that individuals may differ in response to unfair situations and outcomes (Kickul & Lester, 2003). Huseman, Hatfield, and Miles (1985, 1987 in Kickul & Lester, 2003) suggest that individuals have a unique sensitivity to equity that can influence their attitudes and behavior toward equity or inequity perceptions. Equity sensitivity constructs are developed to provide predictions on how individuals might react when they reject rewards or outcomes (Kickul & Lester, 2003).

Chokar et al. (2001) proposes a concept developed through Adam's equity theory that there are three types of individuals: (1) *Equity Sensitivity*, individuals who feel fair when inputs equals outputs; (2) *Benevolent*, individuals who feel fair (equity) when inputs are greater than outputs; (3) *Entitled*, individuals who feel fair (equity) when outputs are greater than inputs. Huseman (1985, 1987) in Kickul & Lester (2003) mentioned three types of individuals with varying degrees of sensitivity to equity, benevolent, equity sensitivity, and entitled. Individual benevolent find satisfaction when he can give his talent and expertise to the organization. While individual entitled assume that personal outcomes are the most important thing related to the organization, they will strive constantly to improve conditions and maximize rewards provided by the organization and in the middle between benevolent and entitled is equity sensitivity which equally focuses on good work and achieves the desired outcomes.

## **METHODOLOGY**

This study aims to test several hypotheses, so this research is a hypothesis testing study.

### **Hypothesis**

H1: There is a difference of ethical perception between auditor with internal locus of control and auditor with external locus of control.

H2: There is a difference of ethical perception between senior auditor and junior auditor.

H3: There is a difference in ethical perception between a male auditor and a female auditor.

H4: There is a difference of ethical perception among auditors belonging to the benevolent category and the auditors belonging to the entitled category.

### Research Sampling

The population of this study is an internal government auditor who works at the Inspectorate General of the Department of Finance. Sampling is done by using non probability sampling type by using convenience sampling method. With this method, only the internal auditors who are willing to participate will be selected to be sampled.

### Operational Definition and Variable Measurement

The ethical perception is the response (acceptance) of a person to a certain moral event through a complex determination process with a balance of internal and external side considerations that are characterized by a unique combination of experience and learning from each individual, so he can decide what to do in certain situations. The ethical questionnaire was made with reference to the Code of Ethics stipulated by the Decree of Inspector General Number: KEP-23 / IJ / 2004 on the Code of Ethics of Inspectorate General of the Ministry of Finance and questionnaires developed by Sihwahjoeni dan Gudono (2000).

### Individual Attribute Variable

1. *Locus of control (LOC)*. Locus of Control (LOC) is a person's perspective on an event whether he or she can or cannot control the events that happen to him. The instrument used to measure the locus of control variable is the work locus of control scale (WLCS). Another advantage of WLCS over other LOC scales is that WLCS measurements are more specific to locus of control (Reiss & Partners, 1998). WLCS uses 14 items of questions with 5 likert scale: (1) strongly disagree, (2) disagree, (3) uncertain, (4) agree, (5) strongly agree. Internal LOC is shown by respondent value smaller than mean score and vice versa for external LOC indicated by value of respondent is bigger than mean score. (Reiss & Partners, 1998).
2. *Length Work Experience* (years of job experience). The length of work experience is divided based on the results of research conducted by Budiyanti (1998) in Widiastuti (2003), which is the division of seniority level, consisting of senior auditor and junior auditor. This data is obtained from the questionnaire of demographic data of respondents.
3. *Gender*. Measurements were divided into two men and women. This data was obtained from the questionnaire on the demographic part of the respondents.
4. *Equity Sensitivity*. The instrument used to measure the equity sensitivity variable is the Equity Sensitivity Instrument (ESI) developed by Huseman, consisting of 5 questions with an ESI value ranging from 0 to 10 for each question. This ESI instrument has been widely used in various studies on equity sensitivity which have been tested for its validity and reliability among others by Huseman et al. (1985), Miles et al. (1989), King (1988), King et al. (1993), Miles (1988), Patrick (1991), in which the research data is shown in the ESI test by King and Wesley (1994). An individual will enter the entitled category if the respondent's value is smaller than mean score, and benevolent category if the respondent's value is greater than mean score.

### Method of collecting data

Primary data were collected through questionnaires distributed to respondents. The questionnaire used was closed ended questionnaires, and respondents were asked to cross-check responses to each question. Secondary data used in this study were obtained from various sources, namely journal, internet and other sources.

**Method of Data analysis****a. Data Quality Testing**

*Validity Testing*, indicating the level of ability of an instrument to reveal something that is the object of measurement conducted with the instrument (Santoso, 2001). Testing the validity used in this study is the validity of the construct (construct validity) is to correlate the score of each item with a total score. The technique used is with Pearson product-moment.

*Reliability testing*, showing the stability and consistency of measurement instruments in measuring the concept (Sekaran, 2001). Reliability test technique used is internal consistency reliability. In order to measure internal consistency, the test is used with cronbach's alpha technique, which is a reliability coefficient that shows how well items in an instrument are positively correlated with other items. Test reliability is done by calculating cronbach's alpha from each instrument in one variable.

Normality testing, normality testing technique used is One-Sample Kolmogorov-Smirnov Test, which is two-sided test conducted by comparing the significance of test results with significance level (5%).

**b. Hypothesis testing**

To test H1, H2, H3; and H4 statistical test equipment is employed, ie independent sample t-test. Hypothesis testing is intended to determine whether there is an average difference between each sample group. independent sample t-test is used because between each group of samples tested is mutually independent and comparison is only done to two groups of respondents.

**RESULTS AND DISCUSSION**

Total questionnaires that were eligible for processing were 69 questionnaires. The questionnaire distributed and the rate of return as well as details of the number of questionnaires that are crushed and the amount that can be processed can be seen in the following table.

Table 1. Distributed Questionnaire, Return Rate, Incomplete Questionnaire, and Questionnaire Processed.

No	Respondents of Auditors of Irjen Depkeu. RI	Total	Percentage
1.	Distributed Questionnaires	100	100%
2.	Returned Questionnaires	71	71 %
3.	Incomplete Questionnaires	2	2,82%
4.	Questionnaires processed	29	97,18%

Source: Primary Data processed

Distribution of respondent attributes is presented in table 2 as follows:

Table 2. Descriptive Statistics  
The Length of Work Experience of Gender Locus of Control Cross tabulation

Locus of Control	Male	Female	Total
Internal of Work Experience (Senior)	11	5	16
(Junior)	7	12	19
Total	18	17	35
External of Work Experience Senior	12	9	21
(Junior)	8	5	13
Total	20	14	34

Source : Primary Data processed

Table 2 above illustrates that auditors with the length working experience of more than 2 years of senior auditors generally have a tendency to attribute external locus of control.

Table 3. Descriptive Statistics of Work Experience of Gender Equity Sensitivity Cross tabulation

Equity Sensitivity	Male	Female	Total
Benevolent of Work Experience (Senior)	10	5	15
(Junior)	9	9	18
Total	19	14	33
Entitled of Work Experience (Senior)	13	9	22
(Junior)	6	8	14
Total	19	17	36

Source : Primary Data processed

The table above illustrates that auditors with the length working experience of more than 2 years of senior auditors generally have tendency equity sensitivity categorized entitled. Based on the descriptive data in table 2 and table 3 it is found that senior internal auditors tend to have attributes of external locus of control and have equity of entitled and senior internal auditors are mostly male. The validity test results conclude that all valid questionnaires with reliability test are presented in table 4.

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Achievement Index
Ethical Perception	0,744	High Reliability
Equity Sensitivity	0,788	High Reliability
Locus of Control	0,811	Very High Reliability

Source: Primary Data processed

Based on the above table it can be concluded that the data used in this study is very reliable or high level of reliability.

Table 5. Data Normality Test Results

Variable	Asymp.sig	Status
Ethical Perception	0,100	Normal

Source: Primary Data processed

Normality test results show the value of p-value of 0.100. This probability value is greater than the level of significance (0.05). Thus it can be concluded that the distribution of this research data is normal, so the hypothesis test research can be done by using the tools of parametric statistics.

### Hypothesis Testing Results

Table 6. T-Test Sample Independent Test Results

Group of Respondents	Sieg. on Leven's Tens	Sig (2-Taile) on T-Test	Status of Difference
Auditor of Internal LOC and Auditor of External LOC	0,724	0,000	Significant
Senior Auditor and Junior Auditor	0,734	0,002	Significant
Male Auditor and Female Auditor	0,320	0,,372	Insignificant
Benevolent and entitled	0,234	0,001	Significant

Source: Primary Data processed

Hypothesis One (Hi). The results of the first hypothesis testing from Table 4.6 above note that the value of *Levene's Test* results significance of 0.724. Since this value is greater than the 0.05 significance level then in interpreting the T-Test results based on the assumption that the data variance is equal or homogeneous (equal variance assumed). The T-Test results shown in Table 4.6 above can be seen that the significance value of the T-Test is 0,000 (below the specified significance level of 0.05),  $H_0$  is rejected. Thus it can be concluded that there are significant differences in ethical perception between internal auditors locus of control and external audit of locus of control. From the data analysis to the first hypothesis it is known that the mean of ethical perception of the internal auditor of locus of control is 47.6571 and the mean value of ethical perception from the external locus of control auditor is 44,6471. From

the results it is seen that the average value of the internal auditor's perception of internal locus of control is higher than the average value of the auditor's perception of external locus of control. This means that internal auditors of locus of control tend to have better ethical perceptions than the external locus of control auditors, the first alternative hypothesis (H<sub>1</sub>) is accepted.

Hypothesis Two (H<sub>2</sub>). The result of the second hypothesis test, the result of *Levene's Test* of 0.734, this value is greater than the 0.05 significance level then in interpreting the T-Test results based on the assumption that the variance of data is equal or homogeneous (equal variance assumed). T-Test results shown in table 4.6 above, it can be seen that the significance value of the T-Test is 0.002. This probability value is below the level of significance, so H<sub>0</sub> is rejected. The conclusion is that there is a significant difference of ethical perception between senior auditor and junior auditor. From result of data analysis to second hypothesis known that mean of ethics perception of senior auditor is equal to 44,8919 and mean value of ethics perception from junior auditor is equal to 47,4375. From the results it is seen that the average value of senior auditor's ethics perception is lower than the average value of junior auditor's ethical perception. This shows that junior auditors tend to have better ethical perceptions than senior auditors, then the second alternative hypothesis (H<sub>2</sub>) is accepted.

Hypothesis Three (H<sub>3</sub>). *Levene's Test* results significance value of 0.320, this value is greater than the 0.05 significance level then in interpreting the T-Test results based on the assumption that the variance of data is equal or homogeneous (equal variance assumed). The T-Test results shown in Table 4.6 above can be seen that the significance value of the T-Test is 0.372. This probability value is above the specified level of significance, then H<sub>0</sub> is accepted. The conclusion is that there is no significant difference in ethical perception between the male auditor and the female auditor.

From result of descriptive data analysis known that mean of ethics perception of male auditor is equal to 45,7368 and mean value of ethics perception of female auditor is equal to 46,4839. From the results it is seen that the average value of male auditors 'ethical perceptions is lower than the average value of female auditors' ethical perceptions but not significant. The ethical perception between male auditors and female auditors is not different. This is because the pattern of care and pattern of students between male and female in Indonesia is not different, so their assessment of behavior also tends not much different (Ludigdo, 1999).

Another possibility is due to the similarity of the respondent's work environment so that their ethical perceptions tend not to differ. Hypothesis Four (H<sub>4</sub>). The T-Test results shown in Table 4.6 show the significance value of the T-Test result is 0.001. Value  $p < 0.05$  then H<sub>0</sub> is rejected. The conclusion is that there are significant differences in ethical perception between benevolent auditors and auditor entitled.

Based on descriptive data analysis it is known that the mean of ethical perception of benevolent auditor is 47,3939 and mean value of auditor's perception of auditor entitled is 44,7222. The results reflect that the average value of the auditor's perception of benevolent is higher than the average of the auditor's perceptions of ethical entitled. This means that benevolent auditors tend to have better ethical perceptions than auditor entitled. Then the fourth alternative hypothesis (H<sub>4</sub>) is accepted.

The crosstab results presented in Table 4.2 and Table 4.3 show that most senior auditors have attributes of external locus of control, which means that the more senior tend to be to take less roles and responsibilities because they feel that the events or events they are experiencing beyond his control. In contrast, the junior auditor has an internal attribute of locus of control. The result of hypothesis testing shows that senior auditor have ethics perception significantly lower than junior auditor.

In terms of equity sensitivity, senior auditors are more likely to have entitled attributes. This means that senior auditors tend to assume that personal outcomes are the most important thing related to the organization. In extreme it can be said that senior auditors tend to think about what can be obtained from the organization, rather than thinking about what can be given to the organization. The way of view is certainly in some ways has the potential to behave unethically. Thus, empirical evidence can be obtained that the senior auditor's ethics perception is lower than that of junior auditors, and the factor that allegedly leads senior accountants to be lower than junior accountants is because senior auditors possess external attributes of locus of control and are entitled.

## CONCLUSION AND RECOMMENDATION

There is a significant difference in ethical perception between the internal auditor's locus of control and the external locus of control auditor. The internal audit of the locus of control tends to have a better ethical perception than the external locus of control auditor. There is a significant difference of ethical perception between senior auditor and junior auditor. Junior auditors tend to have better ethical perceptions than senior auditors. There was no significant difference in ethical perception between male auditors and female auditors. Gender does not cause significant differences in ethical perceptions. There are significant differences in ethical perception between benevolent auditors and entitled auditor. Benevolent auditors tend to have better ethical perceptions than entitled auditor.

The results of the study provide evidence that the longer the work experience (senior auditor) has a tendency to be external locus of control and have equity entitled, which causes the senior auditor in acting tend to pay less attention to professional code of ethics, it is necessary to do refreshing ) on the professional code of ethics regularly by the Inspectorate General of the Ministry of Finance of the Republic of Indonesia. Given the results of the study found that junior auditors have better understanding of ethical perception than senior auditors, it is necessary to create a healthy work environment, orderly and orderly to maintain the idealism of junior auditors in the understanding and implementation of professional ethics on an ongoing basis.

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