

The Effect of Self Efficacy, Job Market Considerations, Financial Rewards on Accounting Students Interest in Choosing A Career as A Tax Consultant

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(Case Study on Students of Wijaya Kusuma University Surabaya)

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ABSTRACT

The purpose of this study is to determine the effect of self-efficacy, job market considerations, and financial rewards on the interest of accounting students in choosing a career as a tax consultant. This type of research is a case study using primary data. The population of this study is students of Accounting Program S1, Wijaya Kusuma University Surabaya. Determination of the sample using the Slovin formula with the number of respondents 105 students. Data analysis techniques are carried out using multiple linear regression analysis with the help of SPSS 23. Based on the results of research that has been conducted shows that simultaneously the variables of self-efficacy, labor market considerations, and financial rewards have a positive effect together on the interest of accounting students in choosing a career as a tax consultant. Partial testing showed that only the variables of job market considerations and financial rewards had an effect on the interest of accounting students in choosing a career as a tax consultant, while for the self-efficacy variable showed no effect on the interest of accounting students in choosing a career as a tax consultant.

Keywords: *Self Efficacy, Job Market Considerations, Financial Rewards, and Interest in Accounting Student Career Selection.*

1. INTRODUCTION

Indonesia is a developing country with untapped wealth. However, as a developing country, economic growth in Indonesia is increasing rapidly. The tax system in a country must be in accordance with applicable rules and is usually very complicated. Tax regulations sometimes undergo updates so that they can make taxpayers confused and experience obstacles in paying taxes as it is an obligation for citizens who have been determined by applicable tax regulations. Thus, professions engaged in taxation, one of which is a tax consultant, are still needed by taxpayers to assist taxpayers in paying taxes and fulfilling other taxpayer obligations (Lukman & Winata, 2017). Based on Law of the Republic of Indonesia No. 16 of 2009, tax is a very mandatory role intended for the state that is owed to individuals or entities that are obligatory and based on the Law, by not receiving personal reciprocity and used for state purposes for public welfare.

Taxation science is said to have a high challenge because every year tax regulations undergo changes that require someone who wants a career in taxation must be able to always follow these changes. In taxation, students are required to be able to calculate taxes from taxpayers which makes students less aware that basically the tax consultant profession is needed and promising. As a student, you should be able to determine what you want after graduating from college. With the development of the times that require undergraduate graduates to have the ability, broader knowledge, and self-quality that students must have in facing the world of work.

However, in Indonesia itself there are still relatively few Tax Consultants. The number of tax consultants in 2022 is 3,600 people and the number of taxpayers is 28 million. The lack of tax consultants in Indonesia is inversely proportional to the number of taxpayers that increase every year. This phenomenon illustrates that tax consultants are a very promising profession, especially when getting a role to provide tax consulting services and as a power of attorney for large corporate taxpayers. In addition, the dynamism of taxation science which is characteristic of tax science in Indonesia can also be a challenge and opportunity. Because not everyone is able to keep up with tax regulations and policies that continue to change.

The research conducted by (Rahmawati et al., 2022) showed the results that self-efficacy affects the interest of accounting students to choose a career as a tax consultant, then research conducted by (Henry & Triandani, 2020) states that job market considerations have a positive and significant effect on the career selection of accounting students as tax consultants, the research conducted (Elisa et al., 2019) stated that financial rewards have a positive effect on career selection as a tax consultant.

However, in contrast to research conducted by (Safitri et al., 2022) states the opposite, namely the self-efficacy factor has no influence in the consideration of students to choose a career in taxation, research conducted by (Damayanti & Kurniawan, 2021) which states that job market considerations do not have a significant effect on career interest in taxation, research conducted by (Mulianto & Mangoting, 2014) which states that financial rewards do not affect career selection as a tax consultant.

2. RESEARCH METHODS

INSYMA Active Accounting students class of 2021-2022 at the Faculty of Economics and Business, Wijaya Kusuma University, who have taken the initial taxation course. Data collection using questionnaires. The analysis method used is multiple linear regression analysis of the independent variables (determined by purposive sampling method) with slovin formula. The samples used were 105.

3. RESULTS AND DISCUSSION

3.1. Validity Test

Table 1. Validity Test Results

Variable	Statement	R Calculate	R Table	Information
Interest of Accounting Students in Career Selection as a Tax Consultant	MP1	0,220	0,191	Valid
	MP2	0,382	0,191	Valid
	MP3	0,583	0,191	Valid
	MP4	0,721	0,191	Valid
	MP5	0,648	0,191	Valid
Self Efficacy	SE1	0,761	0,191	Valid
	RES	0,832	0,191	Valid
	SE3	0,843	0,191	Valid
	SE4	0,817	0,191	Valid
	RET	0,799	0,191	Valid
Job Market Considerations	KDP1	0,581	0,191	Valid
	PPK2	0,754	0,191	Valid
	PPK3	0,592	0,191	Valid
	PPK4	0,739	0,191	Valid
	PPK5	0,707	0,191	Valid
Financial Awards	PF1	0,725	0,191	Valid
	PF2	0,617	0,191	Valid
	PF3	0,491	0,191	Valid
	PF4	0,756	0,191	Valid
	PF5	0,736	0,191	Valid

From the results of the table 1, it is obtained that all calculations for dependent and independent variables have a calculated r value greater than the table r so that it can be concluded that all statements in the dependent and independent variables contained in the questionnaire are valid.

2.2. Reliability Test

Table 2. Reliability Test Results

No	Variable	Cronbach's Alpha coefficient	Information
1.	Interest of Accounting Students in Career Selection as a Tax Consultant	0,691	Reliable
2	Self Efficacy	0.807	Reliable
3	Job Market Considerations	0.767	Reliable
4	Financial Awards	0,760	Reliable

Based on the table above, it can be concluded that all variables show a Cronbach's Alpha value of more than 0.60 which means that all variables in this study are reliable. Therefore, it can be used for further data processing in research.

Table 3. Multiple Linear Regression Results

Coefficients ^a				
Type		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	9,984	1,085	
	ONE	-,010	,035	-,025
	KDP	,144	,056	,235
	PF	,265	,058	,421

a. Dependent Variable: MPK

Based on the results of regression analysis testing conducted with the help of SPSS, the equation is obtained, namely:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 9.984 - 0.010X_1 + 0.144X_2 + 0.265X_3 + e$$

INSYMA regression equation above, it is concluded as below:

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- The constant value (α) of 9.984 with a positive sign states that the independent variables of self-efficacy, labor market considerations, and financial rewards (SE, PPK, PF values are 0) there is no change in the variables, it is found that the interest in choosing a career as a tax consultant is 9.984 units.
- The value of the regression coefficient in the SE variable (X_1) of -0.010 with a negative sign states that if the SE level increases by 1% assuming the other independent variable is 0, then student interest in choosing a career as a tax consultant will decrease by -0.010 units. This shows that if self-efficacy increases, student interest in choosing a career as a tax consultant will decrease.
- The value of the regression coefficient in the KDP variable (X_2) of 0.144 with a positive sign states that if the KDP rate increases by 1% assuming the other independent variable is 0, then student interest in choosing a career as a tax consultant will increase by 0.144. This shows that if job market considerations increase, the interest of accounting students in choosing a career as a tax consultant will also increase.
- The value of the regression coefficient on the PF variable (X_3) of 0.265 with a positive sign states that if the PF level increases by 1% assuming the other independent variable is 0, then student interest in choosing a career as a tax consultant will increase by 0.265. This shows that if financial rewards increase, the interest of accounting students in choosing a career as a tax consultant will also increase.

Table 4. F Test Results

ANOVAa						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	39,990	3	13,330	15,015	,000b
	Residuals	89,668	101	,888		
	Total	129,657	104			
a. Dependent Variable: MPK						
b. Predictors: (Constant), PF, SE, PPK						

The value of $F_{\text{calculate}} > F_{\text{table}}$ is $15.015 > 2.769$. With the Significance value (Sig.) of the Anova output, a Sig. value of 0.000 is obtained < 0.05 (alpha 5%). From the picture above, it is known that H_0 was rejected and H_a was accepted. This proves that independent variables consisting of self-efficacy, job market considerations, and financial rewards simultaneously influence career selection as a tax consultant.

Table 5. T Test Results

Coefficientsa						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,984	1,085		9,200	,000
	ONE	-,010	,035	-,025	-,292	,771
	KDP	,144	,056	,235	2,577	,011
	PF	,265	,058	,421	4,537	,000
a. Dependent Variable: MPK						

- The self-efficacy variable shows that the t-value of the table $t\text{-count} < t\text{-is}$ $-0.292 < 1.983$, the significance value is $0.771 > 0.05$. From the table above, it is known that H_0 is accepted and H_a is rejected. It states that the variable self-efficacy does not affect the interest of accounting students in choosing a career as a tax consultant.
- The variable of labor market consideration shows that the value of t calculated $> t$ table is $2.577 > 1.983$, the significance value is $0.011 < 0.05$. From the table above, it is known that H_0 is rejected and H_a is accepted. It states that job market consideration variables influence the interest of accounting students in choosing a career as a tax consultant.
- The financial reward variable shows that the calculated t value $> t$ table is $4.537 > 1.983$, the significance value is $0.000 < 0.05$. From the table above, it is known that H_0 is rejected and H_a is accepted. It states that job market consideration variables influence the interest of accounting students in choosing a career as a tax consultant.

Table 6. Coefficient of Determination Test

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,555a	,308	,288	,942
a. Predictors: (Constant), PF, SE, PPK				

In this study has an adjusted R square value of 0.288 which means the value of the coefficient of determination of 0.288 so that it is found that the independent variable in the study can affect the dependent variable in the regression

model by 28.8% where the rest of the percentage is 71.1% which means that the dependent variable, namely interest in career selection, is influenced by other factors that are not contained in the regression model.

3. DISCUSSION *Proceedings of the International Symposium on Management (Volume 21, 2024)*

Stating that the test results explain Self Efficacy (X1) shows no effect on the interest of accounting students in choosing a career as a tax consultant. In this study, it was found that respondents' answers to statements about self-efficacy that showed a fairly high average value, meaning that respondents had high self-efficacy or self-confidence. Self-efficacy is not only shown through high self-confidence, but a person will also make changes for the better. The self-efficacy of respondents in this study is indeed high, but it is inversely proportional to student interest in choosing a career as a tax consultant. So it can be concluded that the smaller the self-efficacy a student has for choosing a career as a tax consultant, the less encouragement to have a career in that field

Based on the test results, it is explained that Job Market Considerations (X2) affect the interest of accounting students in choosing a career as a tax consultant. Job market considerations are one of the factors considered by students in choosing a career so that they can increase career interest. Accounting students themselves in choosing the profession to be undertaken need to consider the availability of jobs related to increasingly fierce job market competition, job security, career flexibility, and also the opportunity to get a promotion in a profession, especially in the tax consultant profession.

Based on the test results, it is explained that the Financial Award (X3) affects the interest of accounting students in choosing a career as a tax consultant. Rational financial compensation becomes a fundamental need for job satisfaction. Currently, financial rewards are still seen as a measuring tool to assess the consideration of services that employees have provided in return for being obtained. With the statement above, it can be concluded that financial rewards are one of the factors that need to be considered before determining the profession to be undertaken, the higher the financial award given to tax consultants, the more it will increase the motivation of accounting students in choosing a career as a tax consultant.

4. CONCLUSION

The results of the research described in the previous chapter obtained a number of conclusions from the study:

- a. Self efficacy, does not have a significant effect on the interest of accounting students in choosing a career as a tax consultant, so the hypothesis proposed is not proven.
- b. Job Market Considerations, have a significant effect on the interest of accounting students in choosing a career as a tax consultant, so that the hypothesis proposed is proven.
- c. Financial Award, has a significant effect on the interest of accounting students in choosing a career as a tax consultant, so that the hypothesis proposed is proven.

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