

The Effect of Financial Rewards, Professional Training, Professional Recognition, and Work Environment on Accounting Students' Interest in a Career as a Public Accountant

Debby Lailatul Fitria*, Abdul Ghofur, Abidah Dwi Rahmi Satiti, Rosdiyati, Indah Kurniyawati

Faculty Of Economics and Business, Universitas Islam Lamongan, Indonesia

*Corresponding author. Email: debbylailatul74@gmail.com

ABSTRACT

This study is a study conducted to determine the effect of financial rewards, professional training, professional recognition, and work environment on the interest of Accounting students at the Islamic University of Lamongan and Darul Ulum University of Lamongan in pursuing a career as a public accountant. This study uses a quantitative approach with data sources derived from primary data obtained from distributing questionnaires. The questionnaire was distributed to Accounting Students at UNISLA and UNISDA class of 2021. The sampling technique in this study used a purposive sampling technique with a sample size of 70 respondents. The scale used to conduct this study is a Likert scale of 1 to 5. The software used to conduct this study is SPSS version 24. The results of this study indicate that financial rewards, professional training, professional recognition and work environment have a significant effect on the interest of accounting students. While financial rewards, professional training, professional recognition and work environment simultaneously influence the interest of accounting students at the Islamic University of Lamongan and Darul Ulum University of Lamongan in pursuing a career as a public accountant.

Keywords: Financial Rewards, Professional Training, Professional Recognition, Work Environment, Career Selection Interests to Become a Public Accountant.

1. INTRODUCTION

The current reality is that the development of the number of accountants does not show better figures. According to data from the Indonesian Accountants Association (IAI), the total number of accountants registered in Indonesia is 40,000 accountants, and according to data from the Financial Profession Development Center (PPPK), the number of public accountants registered until February 2023 was 1,464 public accountants from a population of more than 281 million in Indonesia. This causes Indonesia to have a shortage of accounting professions of up to 10,000 people per year. When compared to neighboring countries, namely Malaysia with a population of around 27 million, it has around 5,000 active and registered accountants (Putra, 2022). These data show that in Indonesia the number of accounting professions is still minimal when compared to the number of accounting graduates in Indonesia which can reach more than 35,000 per year, which means that the interest of accounting graduates is still lacking in pursuing a career as an accountant (Ridasalamah, 2023).

The reason for the lack of interest of accounting students to become public accountants is because the public accounting profession has several bad perceptions, the rules are overtime, deadlines, depression due to work pressure and also politics in the company. In fact, the public accounting profession is an important profession because it proves the principles of accountability, independence, transparency applied to financial reports which are very useful for the Indonesian economy (Febriansyah, 2021).

In this study, the author uses four variables, namely financial rewards, professional training, professional recognition, and employment. The selection of these variables was chosen by the author based on the most measurement levels in previous studies.

The problem that may arise related to financial rewards is that the initial income may not be too high for *fresh graduates* who have no previous experience in the job. In this case, it will trigger problems because low salaries can make students lose interest in pursuing a career as a public accountant (Haposan, 2023).

The problem that will arise related to professional training is the high cost of training, which may make some students hesitate and choose other fields that do not require training costs. In addition, professional training provided by institutions may not always be adequate or may not provide adequate skills development opportunities (Haposan, 2023).

The problem that will arise related to professional recognition is the tight competition in an industry. Some students may find it difficult to get the desired professional recognition due to lack of access or opportunity to obtain the necessary training and experience (Haposan, 2023).

Problems that will arise related to the work environment are the atmosphere in the workplace, relationships with coworkers, relationships with subordinates and leaders. Some students may think of the work environment where employees carry out routine activities every day to provide a conducive atmosphere, a sense of security, and can work optimally in carrying out the activities and tasks assigned (Wibowo, 2020).

2. RESEARCH METHODS

This study uses quantitative research methods. This study was conducted to conduct testing using measurable data and then obtain conclusions that will be generalized. This study was carried out consisting of two variables, namely independent and dependent (Sugiyono, 2019).

This quantitative research was conducted to determine the influence of financial rewards, professional training, professional recognition, and work environment on accounting students' interest in pursuing a career as a public accountant.

The data source in this study is primary data obtained by direct data collection. Primary data for this study were obtained from questionnaire answers distributed to respondents of accounting study program students of the 2021 intake who were actively studying in Lamongan district.

The population in this study were accounting students of the Faculty of Economics and Business, class of 2021 at the Islamic University of Lamongan and the Islamic University of Darul Ulum Lamongan. And the sampling in this study used *random sampling*, namely random sampling with the criteria of accounting students of the class of 2021 at the Islamic University of Lamongan and the Islamic University of Darul Ulum who had taken auditing courses.

Data analysis techniques are methods that aim to analyze data to make it easier to understand and learn. This study uses multiple linear regression analysis. With the help of research technology using the *Statistical Product and Analysis program Service Solution* (SPSS). The existence of multiple linear regression analysis is useful for knowing the direction and magnitude of the influence of independent variables on dependent variables (Ghozali, 2016). This study discusses the relationship between independent variables and dependent variables. Where the independent variables are financial rewards, professional training, professional recognition, and work environment while the dependent variable is the interest of accounting students in pursuing a career as a public accountant.

3. RESULTS AND DISCUSSION

3.1. Partial Test (T)

Table 1. Partial T-Test Results

Model	Unstandardized		Standardized	t	Sig.
	B	std.Error	Beta		
(Constant)	-3.723	2.265		-1.644	.105
financial reward (X1)	.501	.138	.438	3,632	.001
Professional training (X2)	.260	.126	.170	2,065	.043
Professional recognition (X3)	.222	.106	.177	2,099	.040
Work environment (X4)	.291	.122	.285	2.375	.021

3.1.1 The Influence of Financial Rewards on Accounting Students' Interest in Pursuing a Career as a Public Accountant

The results of data processing show that financial rewards (X1) have an effect on the interest in becoming a public accountant (Y). This can be proven by the results of the partial test (t), namely the financial reward variable (X1) obtained a calculated t value of 3.632 and a t table of 1.996, then the significance value is 0.001 so that Sig <0.05 then H1 is accepted. So that partially the financial reward variable (X1) has a significant effect on the interest variable in becoming a public accountant (Y).

This can be explained that accounting students have a view of financial rewards which are a factor in encouraging students to pursue a career as a public accountant, because the goal of pursuing a career as an accountant is to get a salary that is used for living expenses. This is because the majority of students hope to earn a high income.

The results of this study support the proposed hypothesis and are in line with the research of Ompusunggu (2022), which states that financial rewards influence the interest of accounting students in pursuing a career as a public accountant.

3.1.2. The Influence of Professional Training on Accounting Students' Interest in Pursuing a Career as a Public Accountant

The results of data processing of the professional training variable (X2) obtained a t-count value of 2.065 and a t-table of 1.996, then professional recognition (X2) has a significance value of 0.043 so that Sig <0.05 then H2 is accepted. So that partially the professional recognition variable (X2) has a significant effect on the variable of interest in becoming a public accountant (Y).

The results of this study are in line with the research of Yopeng (2020) and Ompusunggu (2022) which stated that professional training influences accounting students in choosing a career as a public accountant. This may be because students who choose a career as a public accountant consider professional training as something that must be undertaken considering the benefits that students will receive in the form of quality development that can improve students' careers.

3.1.3. The Influence of Professional Recognition on Accounting Students' Interest in Pursuing a Career as a Public Accountant

The results of this study indicate that the professional recognition variable (X3) has a t-value of 2.099 and a t-table value of 1.996, then professional recognition (X3) has a significance value of 0.040 so that Sig <0.05 then H3 is accepted. So that partially professional recognition (X3) has a significant effect on the interest in becoming a public accountant (Y).

The results of this study do not support the proposed hypothesis. However, it is in line with the research of Junaidi (2021) and Yoseph (2023), which states that recognition.

3.1.4. The Influence of the Work Environment on Accounting Students' Interest in Pursuing a Career as a Public Accountant

The results of the test show that the work environment variable (X4) obtained a t-count value of 2.375 and a t-table of 1.996, then the work environment variable (X4) has a significance value of 0.021 so that Sig <0.05 then H4 is accepted. So that partially the work environment variable (X4) has a significant effect on the interest in becoming a public accountant (Y).

The results of this study support the proposed hypothesis and this study is in line with the research of Febriyanti (2019) and Fauzi (2021), which states that the work environment influences students' interest in becoming public accountants (Y).

3.2. Simultaneous Test (F)

Table 2. Simultaneous Test Results (F Test)

Independent Variables	F Value Calculation	Significance Value	Decision
Financial rewards	28,338	0,000	Influential

Professional training			
Professional recognition			
Work environment			

Based on the results of the F test, it can be seen that the calculated F value is greater than the F table. Where the calculated F is 28.338 while the F table value is 2.74. The p-value of 0.000 is smaller than 0.05. So it can be concluded that the independent variables together affect the dependent variable .

4. CONCLUSION

Based on the research results and explanations presented, there are the following conclusions: The test results show that the financial reward variable has a significant effect on the variable of accounting students' interest in becoming public accountants. The test results show that the professional training variable has a significant effect on the variable of accounting students' interest in becoming public accountants. The test results show that the professional recognition variable has a significant effect on the interest of accounting students in becoming public accountants. The test results show that the work environment variable has a significant effect on the interest of accounting students in becoming public accountants. There is a simultaneous influence between financial rewards, professional training, professional recognition and the work environment on the interest of accounting students in pursuing a career as a public accountant. Because each variable has benefits and can be used together.

THANK-YOU NOTE

The author would like to express his gratitude to Allah SWT for the abundance of His grace and gifts, so that the author can complete the journal entitled "THE EFFECT OF FINANCIAL AWARDS, PROFESSIONAL TRAINING, PROFESSIONAL RECOGNITION, AND WORK ENVIRONMENT ON ACCOUNTING STUDENTS' INTERESTS IN A CAREER AS A PUBLIC ACCOUNTANT". The realization of this journal cannot be separated from the role and guidance of various parties. The author would like to thank Mr. Rohman Arif, SE., M.Ak for his time, guidance and patience in the process of compiling this journal.

has helped in the preparation of this journal. The author realizes that this journal is still far from perfect so the author expects criticism and suggestions to make this journal even better. And the author also hopes that one day this journal can be useful for those who need it.

REFERENCES

- Adela Zulfirista Azkiya & Yoseph Agus Bagus BN (2023). Factors Influencing Accounting Students' Interest in Working in Public Accounting Firms. *Trisakti Journal of Economics* , 3 (1), 1785–1794. <https://doi.org/10.25105/jet.v3i1.16059>
- Ajzen Icek. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes* , 50 (2), 179–211. [https://doi.org/10.1016/0749-5978\(91\)90020-T](https://doi.org/10.1016/0749-5978(91)90020-T)
- Accounting, M., Accountant, M., Study, P., & Student, K. (2022). *ACCOUNTING STUDENTS BECOME PUBLIC ACCOUNTANTS (Case Study of Accounting Students of UM Surabaya)* . June .
- Arianti, F., & Maharani, NK (2023). Analysis of Factors Influencing Career Selection Interest as a Public Accountant. *Jiip - Scientific Journal of Educational Sciences* , 6 (7), 4631–4641. <https://doi.org/10.54371/jiip.v6i7.1817>
- Ariyani, M., & Jaeni, J. (2022). Accounting Students' Perceptions Regarding Factors Influencing Career Selection Interests to Become Public Accountants. *Owner* , 6 (1), 234–246. <https://doi.org/10.33395/owner.v6i1.624>
- Astuti, A. (2014). Factors that influence accounting students in choosing a career as a public accountant at accounting students of Stya Wacana Christian University, Salatiga. *Working Paper* , 76.
- Dippa, FAT, Mendra, NPY, & Bhegawati, DAS (2020). Factors Influencing Accounting Students' Interest in Pursuing a Career as a Public Accountant (case study at Mahasarawati University, Denpasar). *Jurnal Kharisma* , 2 (1), 113–124.
- Murdiawati, D. (2020). Factors Influencing the Interest of Accounting Students in Surabaya to Choose a Career as a Public Accountant. *Journal of Accounting and Taxation* , 20 (2), 248–256. <https://doi.org/10.29040/jap.v20i2.748>

- Nadya Amelia, & Haposan Banjarnahor. (2023). Analysis of Factors Influencing Accounting Students' Interest in Pursuing a Career as a Public Accountant. *eCo-Buss* , 6 (1), 271–286. <https://doi.org/10.32877/eb.v6i1.784>
- Ompusunggu, H., & Permata Husda, A. (2022). Factors Influencing Students' Interest in Pursuing a Career as a Public Accountant. *Measurement: Journal of Accounting* , 16 (2), 207–214.
- Adji Kresna Reza. (2013). The Influence of Financial Rewards, Professional Recognition, Labor Market Considerations, and Intrinsic Job Values on Accounting Students' Interest in Pursuing a Career as a Public Accountant. *Africa's potential for the ecological intensification of agriculture* , 53 (9), 1689–1699.
- Sapariyah, RA, Putri, IS, & Fujianto, RL (2020). The Influence of Financial Rewards, Professional Training, Professional Recognition, and Labor Market Considerations on the Choice of Public Accountant Careers for Accounting Students at Surakarta Colleges”. *Financial: Journal of Accounting* , 6 (1), 98–104. <https://doi.org/10.37403/financial.v6i1.133>
- Selvia Wike Safitri. (2022). *The Influence of Financial Rewards, Professional Training, Labor Market Considerations and Social Values on the Interests of Accounting Students at Medan Area University in Choosing a Career to Become a Public Accountant* . 1. <https://repositori.uma.ac.id/handle/123456789/19006>
- Margareta Yopeng, Aprina Nugrahesthy sulistya Hapsari. & Hapsari, ANS (2020). Accounting Students' Perceptions of Factors That Drive the Selection of Public Accounting Professions. *Tirtayasa Ekonomika* , 15 (2), 234. <https://doi.org/10.35448/jte.v15i2.7964>