

Organizational Commitment of Public Accounting Firm, Implementation of an Independent Audit of the Financial Statements and Audit Quality

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Abstract

The purpose of this study is to demonstrate empirically through testing that there are significant organizational commitment of public accounting firm and implementation of an independent audit of financial statements impact on the audit quality. This research is motivated by a phenomenon found yet fully qualified audit, as well as organizational commitment of public accounting firm and Implementation of an Independent Audit of the financial statements are still not fully implemented optimally.

The method used in this research is explanatory research. Research analysis unit is Public Accounting Firm (KAP). This study uses Multiple Regression Analysis.

The results showed that: (1) organizational commitment of public accounting firm and significant positive effect in the implementation of an independent audit of the financial statements, (2) organizational commitment of public accounting firm and significant positive effect on audit quality, (3) implementation of an independent audit of the financial statements and significant positive effect on audit quality, (4) organizational commitment of public accounting firm and the implementation of an independent audit of the financial statements and significant positive effect on audit quality.

Keywords: Organizational Commitment of Public Accounting Firm, Implementation of an Independent Audit of the Financial Statements and Audit Quality.

Introduction

The development of business entities currently carries many consequences for the parties concerned in it. Often there is a conflict between shareholders / investors by management, as a result of expectations of shareholders that managers involved in the company will always optimize the value of the company was not always fulfilled. Accounting is one of the professions that are needed and a great effect for companies in the face of fast-moving business development entitas. The more complex and breadth of transaction activities of the company will require accountants to always anticipate the implementation of a reliable accounting system (IAPI, 2007).

Accounting scandals that occurred in Indonesia in the last 10 years was never separated from the role of public accountants. In fact, the offenses committed by public accountants still happened until recently. Case in PT Kimia Farma Tbk., that misstatement in the financial statements which resulted in "overstated" income in net income for the year ended December 31, 2001 amounted to 32,7 billion (Bapepam press release, December 27, 2002). Cases in Financial Statements (F/S) PT. Indo Farma Tbk., found misstatements in Process Inventory Value at F/S 2001 rated higher than the value that should be (overstated) of 28,8 billion (Bapepam press release, 8 November 2004). Fraud on Financial Statements PT AGIS Tbk., December 31, 2006, particularly the Consolidated Statements 'overstated' which posted revenues amounting 29,4 billion (Other Income) 17,46 billion unsupported by the evidence, and recorded Miscellaneous Income amounted to 11 , 9 billion with false accounting principles. Due to this PT Agis Tbk. should have posted a net loss of 18,7 billion, not a net profit of 10,7 billion as Financial Statements per 31 December 2006 Bapepam-LK press release, December 17, 2007).

The phenomenon of violations of the code of conduct by public accountants is happening in Indonesia is quite adequate. Ministry of Finance of the Republic of Indonesia, has suspended permit 7 (seven) public accountant during 2002, including the initial ABS (KAP AI and Partners), RAS (KAP S & S), JY (KAP JM & Co), AHW (KAP H & Partners), HBH, RA (AP), as well as AP B (KAP B & Partners). They get sanction of freezing between three to nine months by the Ministry of Finance (Bureau Humas_Depkeu, 2005: 1).

Results to public accountant interview about the organizational commitment of public accounting firm is reflected in the Affective Commitment, which includes: concern in accounting careers (69% or 11 of 16), identification with the work of accountants (81% or 13 of 16), Belonging Accountant (81% or 13 of 16), emotional attachment Accountant with public accounting firm (69% or 11 of 16), his views as part of the public accounting firm (69% or 11 of 16), and the personal significance job (63% or 10 out of 16); the Commitment Continuum, which includes: needs in public accounting firm (63% or 10 of 16), the responsibility of public accounting firm (88% or 14 of 16), the stability of life (88% or 14 of 16), other job options (69% or 11 of the 16), personal sacrifice (63% or 10 of 16), available another alternative employment other than accountants (69% or 11 of 16); the Normative Commitment, include: Its obligation on public accounting firm (63% or 10 of 16),

his moral duty (63% or 10 of 16), feelings of guilt when leaving the firm (63% or 10 of 16), loyalty to the public accounting firm (63% or 10 of 16), and felt indebted (56% or 9 out of 16) (Tandiontong, 2013). The results also indicate that organizational commitment is perceived by the public accountants who were interviewed were in the low category, but again, that researchers are aware, this interview have the limitations of the sample. The researchers felt the need to examine further how the views of public accountants of the firm commitment of the organization where he works with a larger number of samples. In order to obtain reliable information and trustworthy required third party, in this case an independent auditor to carry out audit of the financial statements. Referring to the above view, the independent audit of the financial statements to be important in assessing the audit quality.

Furthermore Adams et al (1995), Mastracchio (2005) and Arens, Elder and Beasley (2012) explains that between auditors and users of services of public accountants (stakeholder) is still there expectation gap. The users of public accounting firm expects that auditors meet the following matters: (1) Perform the audit with technical competence, integrity, independence, and Objectivity, (2) Search for and detect material misstatements from, whether intentional or unintentional, (3) Prevent the issuance of misleading financial statements.

Some of the problems were published in a variety of media between 1998 through 2008, are as follows:

- (1) Media Transparency Online. Issue of money politics to win certain political interests unfair and dishonest, it should be detected by a public accountant;
- (2) Paper January Hoesada, Business Ethics and Professional Ethics in the Era of Globalization, stated that there were 21 cases involving 53 Public Accounting Firm (KAP), complaints mainly come from government agencies and state enterprises statement users (50%), corporate clients (30 %), and the remainder by public and IAI board;
- (3) Report BPK (Audit Board of the Republic of Indonesia) Some of the bank's financial statements are audited by the Firm with unqualified opinion opinion, after being checked again by (Audit Board of the Republic of Indonesia) result was "disclaimer";
- (4) The Economist magazine. "... Accountants had Become the trusted even less than Politicians and journalist";
- (5) Accounting Magazine. The emergence of public doubt on the audited financial statements

Accounting scandals that occurred in Indonesia, resulting in the decline in public confidence in the accounting profession and the public on the quality of the resulting audit. In contrast to other professions, public accountant is responsible to plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether caused by error or fraud. The financial statements are the responsibility of management. The responsibility of public accountants of the audited financial statements be limited to a statement his opinion on these financial statements (Arens, Elder and Beasley, 2012).

Review of Literature

Organizational Commitment of Public Accounting Firm

Robbins and Judge (2013) organizational commitment defined as "the degree to which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization".

Windsor (1995), Weiner and Vardi (1998), Cuverson (2002), dan Pamell & Crandall (2003) suggests that organizational commitment consists of three components that can be distinguished, namely:

- (1) Affective Commitment, defined as a commitment that is based on emotional feelings to always be involved in the organization; employees with strong affective commitment will continue to work at the company in question because they are emotionally so badly;
- (2) Continuance commitment, defined as the desire to stay or to join the organization because of considerations of cost and benefit;
- (3) Normative Commitment suggested that Refers to a person's feelings of obligation to stay with an organization because of pressures from others.

Thus Organizational Commitment / OC is the desire of an auditor in this case public accountant voluntarily to always engage or loyal to a Public Accountant with a specific purpose. Accounting Firm commitments from three dimensions, namely: (1) Commitment Affective, include: (a) Involvement in the career of Public Accountant, (b) identification of the work Public Accountant, (c) Ownership Public Accountant, (d) the emotional attachment of Certified Public Accountants with a public accounting firm, (e) Public Accountant part of the Office of Public Accountants, (f) Meaning of personal work Public Accountant; (2) Commitment Continuum, include: (a) Needs Public Accountants in Public Accountant Office, (b) Responsibilities of Public Accounting Firm, (c) Stability of Life, (d) Other job options, (e) Personal Sacrifice, (f) There There are alternatives other than public accountant job; (3) Commitment Normative, include: (a) the obligation on the Organization, (b) Moral Obligation, (c) Feelings of guilt when leaving public accounting firm, (d) Loyalty organization, (e) Feeling indebted (Flory and Steven, 1999, Harris & Howard, 2001; Feather and Rauter, 2004).

Independent Audit of Financial Statements to determine whether the financial statements as a whole - ie quantitative information to be checked - stated in accordance with certain criteria that have been set. In

general, the criteria used are the generally accepted accounting principles, although it is also commonly performed audit of financial statements prepared under the cash basis of accounting or other suitable base for the organization being audited.

The discussion in this study largely focused on the company's financial statement audit conducted by Public Accounting Firm (KAP). Independent audits of the financial statements, can be seen from the four dimensions, namely (IAPI, 2011 dan CPC Regulation, 2007):

- (1) Planning and approach, has the following four characteristics (a) the initial planning; (B) Information on the background; (C) Information about the legal obligations of the clients; (D) preliminary analytical procedures; (E) Materiality and audit risk acceptable and default risks; (F) The structure of internal control and risk control; (G) Plan and a comprehensive audit program;
- (2) Testing on Control and Substantive Tests on the Transaction, can be seen from three (3) the following characteristics: (a) Testing of controls; (B) Substantive tests on transactions; (C) The possibility of misstatements in the financial statements.
- (3) Implementation of Analytical and Testing Procedures Listed on balance, consists of 4 (four) the following characteristics: (a) Low, medium, high, or unknown; (B) Analytical procedures; (C) Testing on key posts; (D) Testing of additional detail.
- (4) Completion Audit Report Audit and Publishing, consisting of 6 (six) the following characteristics: (a) conditional liabilities; (B) The events then; (C) The collection of material evidence of the end; (D) The final evaluation; (E) Issuance of audit reports; (F) Discussion with the audit committee and management

Audit Quality

A lot of audit quality refers to the opinion of DeAngelo (1981) which states 'the assessment by the market of the combined probability that an auditor will simultaneously discover an anomaly or significant irregularity in the client company's accounting system and publish this anomaly or irregularity'. A similar sentiment was expressed by Aldhizer, Miller and Moraglio (1995), that the Audit Quality as the probability that an auditor discovered and reported on the existence of an infringement in the accounting system of its clients.

Audit Quality will be able to reduce the uncertainty associated with the financial statements presented by management. Continuous improvement on the audit quality) should be done, because it is natural that then the audit quality a topic that always obtain deep concern of the accounting profession, government and society as well as the investors (DeAngelo, 1981).

Audit quality is difficult to measure objectively, so that the researchers used various dimensions of audit quality different. From some of the existing research results, the following described dimensions of Audit quality developed by DeAngelo (1981) and Duff (2004), as well as research conducted by Rosnidah (2008). Audit quality dimension consists of:

- (1) The technical quality; Dimensions of service quality indicators consist of: (a) empathy; (B) responsiveness; and (c) non-audit services.
- (2) Quality of service; For the dimensions of the technical quality dimension, comprised of indicators: (a) the reputation; (B) the ability; (C) guarantee; and (d) the auditor-client relationship.
- (3) the auditor-client relationship; the dimensions of the auditor-client relationship, consisting of indicators: (a) expertise; (B) experience; and (c) status.
- (4) Independence. Consists of only one indicator which objectivity. Dimensions and indicators of audit quality is used in this study.

In the study using the dimensions of audit quality (DeAngelo, 1981; Deis and Giroux, 1992; Dye, 1993; Gerrald, and Keith, 1994; Ramy and Failk, 1996; Herrbach, 2001; Hay and Davis, 2002; Duff, 2004; Fleming and Romanus, 2007):

- (1) Input Orientation, include: (a) The assignment of personnel to carry out the agreement; (B) Consulting; (C) Supervision; (D) Appointment; (E) The development of the profession; (F) Promotion; and (g) Inspection.
- (2) Processes Orientation, include: (a) Independence; (B) Compliance with auditing standards; (C) Controlling the audit; and (d) Competence of auditors.
- (3) Output Orientation, include: (a) the performance of auditors; (B) Acceptance and continuance of cooperation with the client; and (c) Due professional care.
- (4) Subsequent to the audit recommendations, including: (a) Board of client management supports the implementation of the Auditor's recommendations; (B) internal regulation allows the client to implement the audit recommendations; (C) The system allows the client company to implement the audit recommendations; (D) The Culture allowing client companies to implement the recommendations of the Auditor; and (e) The physical facilities at the company allows the client to implement the recommendations of the auditors.

Theoretical Framework

Public accountant in running a fully professional practice must follow the ethics rules that have been established

with various consequences. However, in general people do not know the rules that must be followed by a public accountant so that there is a gap between people's expectations and rules that restrict the practice of public accounting. This gap can sometimes bring up the wrong perception of the society towards the public accounting profession. One classic example is the public accounting service users have not been able to clearly sort out the meaning of "Audit Failure" and "Business Failure" (Windsor, 2003, William, 2003 dan Wyman, 2003). The ethics of the profession is required by the accountant / auditor given the many stakeholders who rely on the decision based on the opinions of accountants (Windsor, 1995, Wright et al, 1997 and Wolitzer, 2003).

Accountants are those who give their opinions and his opinions used for public decision-making, in this case an auditor's opinion is considered as a product that will be used by the stakeholders. As a professional, trustworthy accountant to audit the financial information and provide an opinion on the financial statements audited. Basically theoretically there is a clear separation between the management tasks and duties of auditors (Iman Sarwoko, 1996, Iyer, 2004, and Arens, et., Al., 2010).

Management tasked present financial statements in accordance with generally accepted accounting standards, implementing internal control and provide full disclosure of the financial statements presented. On the other hand, the auditor in charge of examining the financial statements have been presented by the management. In this case the auditor shall provide opinions after completion of the examination of the financial statements (Konrath, 2002, Boynton and Kell 2005). Type opinions which will be provided by the auditor is one of the four types (types of auditor's report), namely: (1) Unqualified Opinion; (2) Qualified Opinion; (3) Disclaimer; (4) Adverse. Giving the auditor's opinion would be associated with evidence obtained is sufficient at the time of inspection.

In accordance with Public Accountant Professional Standards (SPAP), which became a reference, then the public accounting profession should have a high commitment. Auditors shall carry out all the rules stated in these standards. Auditors shall conduct the audit planning until the publication of the results of the audit report to be very careful. Challenges to be faced by the auditor are: (1) A large number of business transactions that must be audited, so he must establish the "sample size" and "representative sample" of the population of the transaction to be audited, (2) Electronic Data Processing (EDP) System, used by management varies greatly, so that the auditor should be "familiar" with the system, (3) the possibility of "dishonesty" in the present management accounting information, for example the possibility of "employee fraud" and "management fraud". (4) Development of Financial Accounting Standards (IFRSs) both general and specific standards for particular types of companies, for example: Special Standard Banking, Oil and Gas, Telecommunications, Cooperatives, Taxation, Capital Market Regulations (Bapepam) and others forcing the auditor must always learn and clicking "up to date" knowledge and skills in order not to fall behind, (5) the emergence of "audit software", although on one hand will make it easy for auditors when carrying out audits, but this means that the auditor should endeavor to learn "software" is.

With a variety of complex audit challenges that still have to implement their obligations accountant professional, an accountant's behavior must be consistent with the ideas of high ethical (Cohen et al., 1993, Briloff, 2004 and Jones, 2004). Mautz and Sharaf (1993) offensive early on the importance of ethical conduct in the field of auditing. That's because in doing so the auditors often have a problem in decision making.

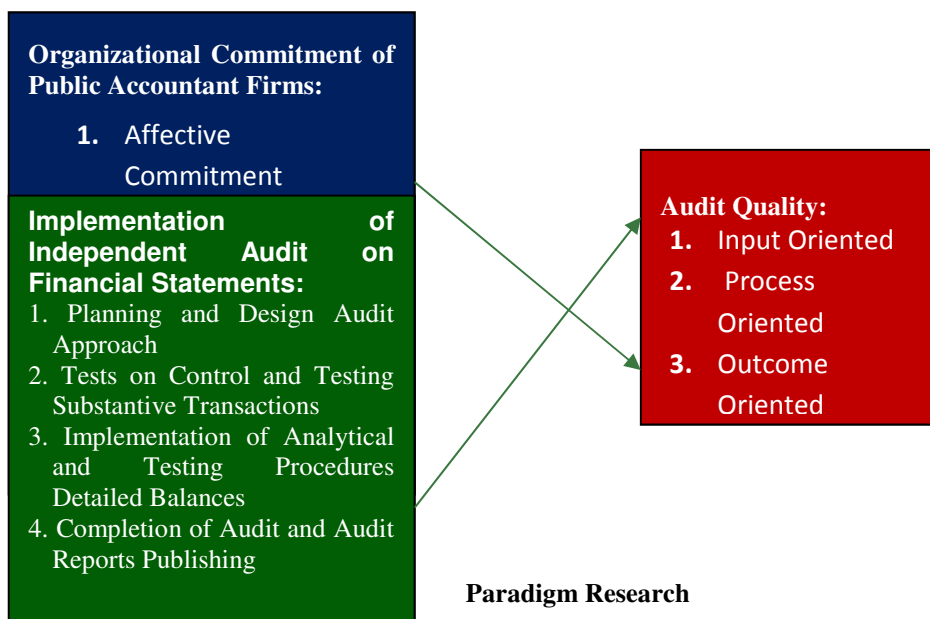
The practice of public accounting is basically related to the stakeholder theory, which when completed audited financial statements and gave opinions, the public accountants opinion is not only used by the relevant A client public accountant. Opini is also used by investors, creditors, and the public for decision making, Raspante (2002) states: The professional image of Certified Public Accountant is currently under siege. Certified Public Accountants need to be mindful of ethical issues in performing client services. They must be sensitive to public perception and expectation and must use informed judgment as well as adhere to professional standards.

Farmer (1997), Fatt et al (1995), Beasley (2001), Baker (2003), Azizul (2003) and Bell et al (2004), expressed a similar view that the importance of the auditor to have responsibility for the general public who use the public accountants opinion as a basis for making business decisions. So it is not just the responsibility of the accountant to his client, it is in line with the statement Mautz and Sharaf (1993) that the auditor has a responsibility to the society that recognizes and encourages his professional status as well as to the clients he serves directly. It behooves us, therefore, to give some attention to this responsibility. Related to the above, the problem faced by public accountants, organizational commitment in Indonesia suspected of having contributed to the business public accountant in Indonesia is the implementation of an an independent audit of financial statements.

State Auditing Standards (BPK Regulation No. 01 of 2007) explained that the benefits derived from the inspection work is not located on the audit findings reported or the recommendations made, but lies in the effectiveness of the settlement reached by the audited entity. Management of the audited entity responsible for following up recommendations as well as creating and maintaining a process and information systems that monitor the status of the follow-up on the recommendation of the examiner in question.

Thus, the core benefits of the examination is not the only information and recommendations but also on how the

implementation of audit recommendations made by the audited entity. In other words aspects of the implementation of audit recommendations is considered very important in encouraging the inspection entity to meet the expected recommendations, in order to achieve better performance, as one dimension of audit quality.



Hypothesis

Based on the conceptual framework and paradigm of this research, it can be proposed the following hypothesis:

1. Organizational commitment of public accounting firms affect the implementation of an independent audit of the financial statements.
2. Organizational commitment of public accounting firms affect the audit quality
3. Implementation of an independent audit of the financial statements affect the audit quality
4. Organizational commitment of public accounting firms and implementation of an independent audit of the financial statements affect the audit quality.

Methodology, Finding and Discussion

This study uses Explanatory Survey Method. Aims to test the hypothesis that has been formulated previously. In accordance with the hypothesis, in this study used Multiple Regression Analysis. Research analysis unit is Public Accounting Firm (KAP), while resources (observation unit) is a Public Accountant (AP), which works as an auditor in public accounting firm that is listed on the Capital Market in Indonesia. Recapitulation of the public accounting firm, which made the object of research is all the variables that will be revealed through the perception Public Accountant above given statement.

The size of this study population numbered 177 public accounting firm, which employs 683 people Public Accountants (Active = 436; active while = 120; inactive = 127). Reasons for the selection of the population is due to the KAP (Public Accounting Firm) has the authority to audit the companies go public. Sampling Frame: Members of the Indonesian Institute of Accountants, Public Accountants listed on the Capital Market Directory (2013) some 177 KAP (Public Accounting Firm). Data collection techniques used in this study is the Indirect and Direct Communication.

Research Result

First Hypothesis Testing

Organizational commitment of public accounting firm affect positively and significantly to the implementation of an independent audit of financial statements

Based on the results of data processing SPSS version 21, according the proposed hypothesis can be seen the results in Table 1 as follows:

Table 1
OC influence on IA

Relationships between variables	r	β	Rsquare (R^2)	t _{test}	P-value	Information
OC → AI	.574	.574	.330	9.093	.000	H ₀ Reject

The test results showed a positive coefficient value of (0.574) 2 or 0.3295 or 32.95%. Thus it can be said that the organizational commitment and significant positive effect ($p = .000 < \alpha = .05$) in the implementation of an independent audit of financial statements both partially and simultaneously.

$$IA = 17,948 + 0,574OC$$

In other words, that: (1) Any increase in the implementation of an independent audit of the financial statements amounted to 0.574 units (57.4%) also determined by the organizational commitment of KAP (Public Accounting Firm) by 1 unit (100%), which were not studied assessed variables constant and without errors.

In addition the data processing also showed the value of $R^2 = 0.3295$ or 32.95%. This value indicates that there are other factors that affect the implementation of an independent audit of the financial statements in addition to organizational commitment shown by the error variance 0.6705 or 67.05%. Another factor that is believed to intervene and government policies.

Second Hypothesis Testing

Organizational commitment of public accounting firm and significant positive effect on audit quality.

Table 2
OC influence on AQ

Relationships between variables	r	β	Rsquare (R^2)	t _{test}	P-value	Information
OC → AQ	.484	.484	.234	7,172	.000	H ₀ Reject

Source: Correlation and Regression Analysis with SPSS 21.0 (2013)

The test results showed a positive coefficient value of (0.484) 2 or 0.2343 or 23.43%. Thus it can be said that the organizational commitment and significant positive effect ($p = .000 < \alpha = .05$) on audit quality.

$$QA = 21,826 + 0,484AI$$

In other words, that: (1) Any increase implmentasi independent audit of financial statements amounting to 0.484 units (48.4%) also determined by the organizational commitment of public accounting firm by 1 unit (100%), which were not studied assessed variables constant and without errors.

In addition the data processing also showed the value of $R^2 = 0.2343$ or 23.43%. This value indicates that there are other factors that affect the implementation of an independent audit of the financial statements in addition to organizational commitment shown by the error variance 0.7657 or 76.57%. Another factor that is believed to intervene and government policies.

Third Hypothesis Testing

Testing the hypothesis three describe the relationship between variables implementation of an independent audit of the financial statements (Independent Audit / IA) with Audit Quality / AQ which is stated in the hypothesis that the implementation of an independent audit of the financial statements (F/S) effect on audit quality. Based on the results of data processing with a third equation model, according the proposed hypothesis can be seen the results in Table 3, as follows:

Table 3
IA influence on AQ

Relationships between variables	r	B	Rsquare (R^2)	t _{test}	P-value	Information
IA → AQ	.930	.930	.865	32.747	.000	H ₀ Reject

Source: Correlation and Regression Analysis with SPSS 21.0 (2013)

The test results showed a positive coefficient value of (0.930) 2 or 0.8649 or 86.49%. Thus it can be said that an independent audit of the financial statements in a positive and significant ($p = .000 < \alpha = .05$) on audit quality.

$$AQ = 2,974 + 0,930AI$$

In other words, that: (1) Any increase in the implementation of an independent audit of the financial statements amounted to 0.930 units (93%) also determined by the organizational commitment of public accounting firm by 1 unit (100%), which were not studied assessed variables constant and without errors.

In addition the data processing also showed the value of $R^2 = 0.8649$ or 86.49%. This value indicates that there are other factors that affect the implementation of an independent audit of the financial statements in addition to the organizational commitment shown by the error organization varians 0,5351 or 53.51%. Another factor that is believed to intervene and government policies.

Fourth Hypothesis Testing

The fourth hypothesis testing model describes the relationship between the variables of organizational commitment of public accounting firm and implementation of an independent audit of the financial statements (Independent Audit / IA) with Audit Quality / AQ which is stated in the hypothesis that organizational commitment of public accounting firm and implementation of an independent audit of the financial statements (F/S) effect on audit quality. Based on the results of data processing with the fourth equation model, fit the hypothesis can be seen the results in Table 4 as follows:

Table 4
OC influence and IA on AQ

Relationships between variables	r	β	Rsquare (R^2)	t _{test}	P-value	Information
OC → QA, Parsial	.484	-.074	-.037	-2.168	.032	H_0 Reject
IA → QA, Parsial	.930	.973	0,905	28.346	.000	H_0 Reject
OC and IA → QA, simultaneous	.932		0,868	550.329	.000	H_0 Reject

Source: Correlation and Regression Analysis with SPSS 21.0 (2013)

The test results showed a positive determination coefficient of 0.868 or 86.8%. Thus it can be said that the organizational commitment of public accounting firm and implementation of an independent audit financial statements positive and significant effect ($p = .000 < \alpha = .05$) on audit quality.

$$QA = 32,387 - 0,074OC + 0,973IA$$

In other words, that: (1) Any reduction in the quality of audits of 0,074 units (7.4%) also determined by the organizational commitment of public accounting firm by 1 unit (100%), where the variable implementasi of an independent audit of the financial statements in a state of constant and without errors ; (2) Every audit quality improvement of 0.973 units (97.3%) also is determined by the implementation of an independent audit of the financial statements of one unit (100%), where the variable organizational commitment of public accounting firm in a state of constant and without errors.

Organizational commitment of public accounting firm and implementation of an independent audit of the financial statements to audit quality is not optimal, that is 86.8%, meaning that the effect indicates that there are other factors that affect the audit quality in addition to the organizational commitment of public accounting firm and implementation of an independent audit of financial statements demonstrated by the 13.2% residual factor. Another factor that is believed to intervene and government policies.

Influence of Organizational Commitment of Public Accounting Firm on the Implementation of an Independent Audit of Financial Statements

Based on these results it can be seen that there are significant organizational commitment to the implementation of an independent audit of the financial statements has been relevant, because the first question has been answered in this study. Based on the search hypothesis proposed acceptable significantly. Thereby still allowing their commitment to the organization that affect the implementation of an independent audit. If traced organizational commitment of Public Accounting Firm has generally been applied as the required standard Indonesian Institute of Certified Public Accountants (IAPI) related to the effectiveness of commitment, sustainability commitment, and normative commitment that all of this is a dimension of organizational commitment. It certainly will greatly affect the implementation of an independent audit of the financial statements, which in turn will have an impact on other aspects.

The results are consistent with the results of the study Messier, Emby, Glover, and Prawitt, 2008, which shows that important report in an audit or other attestation process because of reports informing users of information about what the auditor and the conclusions obtained. From the point of statement users is seen as the main product of the process of attestation, to get a good audit quality reports would require the need for organizational commitment of public accounting firm.

Basically the existence of organizational commitment plays an important role in the implementation of an independent audit of the financial statements, but the most important is being able to create a pleasant atmosphere for the auditor to work. However, the effect of which is demonstrated by the organizational commitment to the implementation of an independent audit of financial statements figures show that is not optimal, it does give an indication that there are variables that influence the implementation of variable

independent audit of the financial statements other than KAP (Public Accounting Firm) organizational commitment, who allegedly government's intervened and policies.

Another thing that shows not optimal influence the organizational commitment to the implementation of the an independent audit, which is not optimal auditor achievement shown by indicators in organizational commitment of public accounting firm, such as a choice of other work, more lucrative jobs, meaning that on this indicator can not be optimally auditors for not drool at other employment options. Similarly, the indicator fidelity (loyalty) organization, the auditor has not been able to optimally provide loyalty to the organization where he worked. It was also found that the auditor has not been able to demonstrate a sense indebted to KAP (Public Accounting Firm) organization optimally.

The other thing that indicates not optimal influence organizational commitment to the implementation of an independent audit, which is not optimal achievement of auditors to implement a couple of indicators contained in the implementation of an independent audit of the financial statements such as: preliminary analytical procedures on the dimensions of planning and design audit approach has not run optimally. Similarly, the issuance of the audit report on the dimensions of the completion of the audit and issuance of audit reports yet to be resolved optimally.

Influence of Organizational Commitment of Public Accounting Firm to Audit Quality.

The results showed Effect of Organizational Commitment of public accounting firm to audit quality in line with the results of the study Lie, Song and Wong (2005) concluded that the higher organizational commitment of KAP (Public Accounting Firm) tend to provide higher audit quality services. This study shows that the implementation of an independent audit of the financial statements can not be overlooked effect on audit quality. As a member of a profession, accountants have an obligation to keep their commitments contained in the auditing standards. Accountants also have a responsibility for competent and maintain their integrity and objectivity, this demonstrates the need for accountability embedded in accounting profession. Obedience and accountability are closely related to the accounting profession ethics.

These results indicate the organizational commitment of public accounting firm effect on audit quality, meaning that in addition to the implementation of an independent audit of the financial statements indicated by the behavior of accountants, which is more important is the organizational commitment, in this case the public accounting firm, because without the high organizational commitment would be impossible be produced auditor audit quality, because the auditor's opinion issued an opinion issued overview of the organization.

Basically the existence of organizational commitment plays an important role in improving audit quality, but the most important is being able to implement an independent audit of the financial statements. Nevertheless the influence of organizational commitment shown by the firm to audit quality indicates the number is not optimal, it does give an indication that there are variables that also affect audit quality variables besides organizational commitment of public accounting firm, who allegedly.

Another thing that shows not optimal effect of organizational commitment of public accounting firm to audit quality, which is not optimal achievement shown by indicators auditor organizational commitment of public accounting firm, as was the presence of other employment options are more appealing, meaning that on this indicator can not be optimally auditor not to drool at other employment options. Similarly, the indicator fidelity (loyalty) organization, the auditor has not been able to optimally provide loyalty to the organization where she worked. It was also found that the auditor has not been able to demonstrate a sense indebted to KAP (Public Accounting Firm) organization optimally.

The other thing that indicates not optimal effect of organizational commitment of public accounting firm to audit quality, which is not optimal to run a couple of indicators contained in the audit quality such as: the assignment of personnel to carry out the agreement, consultation, and supervision optimally.

Effect of Implementation of an Independent Audit of Financial Statements on the Audit Quality

The results showed there are significant independent audit of the financial statements to audit quality. The results showed that to get a good audit quality, it is necessary implementation an independent audits of the financial statements. The results are consistent with the results of the study Messier, Emby, Glover, and Prawitt, 2008, which shows that important report in an audit or other attestation process because of reports informing users of information about what the auditor and the conclusions obtained. From the point of statement users is seen as the main product of the process of attestation, to get a good audit audit quality reports would require the need for the implementation of an independent audit of the financial statements.

Organizational commitment plays an important role in the implementation of an independent audit of the financial statements, but the most important is being able to create a pleasant atmosphere for the auditor to implement an independent audit of the financial statements in a professional manner. In order to provide public confidence in the services rendered by public accountants (independent auditors), if the professional ethics not

adhered to, then the impact will arise various problems that harm the professional services provided, due to the implementation of an independent audit of the financial statements are not effective, so it will have an impact on the audit quality the resulting.

Thus the audit quality is affected by implementing an independent audit of the financial statements on the organization of Public Accounting Firm. Implementation of independent audits of the financial statements and its influence to audit quality has been relevant, because the problem in this study can be answered.

Basically the implementation of an independent audit of the financial statements play an important role in improving audit quality, but the most important is how to implement an independent audit of the financial statements. Despite this influence is shown by the auditors in implementing an independent audit of the financial statements to audit quality indicates the number is not optimal, it does give an indication that there are variables that also affect audit quality variables besides implementation independent audit of the financial statements, which allegedly government's intervened and policies.

Another thing that shows not optimal effect of the implementation of an independent audit of the financial statements to audit quality, which is not optimal auditor achievement shown by indicators in the implementation of an independent audit of the financial statements, such as not optimal achievement of auditors to implement a couple of indicators contained in the implementation of an independent audit on report such financial: a preliminary analytical procedures on the dimensions of planning and design audit approach has not run optimally. Similarly, the issuance of the audit report on the dimensions of the completion of the audit and issuance of audit reports yet to be resolved optimally.

The other thing that indicates not optimal the effect of organizational commitment of public accounting firm to audit quality, which is not optimal to run a couple of indicators contained in the audit quality such as: the assignment of personnel to carry out the agreement, consultation, and supervision optimally.

Influence of Organizational Commitment of Public Accounting Firm and Implementation of an Independent Audit of Financial Statements on the Audit Quality

The results showed there are significant organizational commitment public accounting firm and independent audit of financial statement to audit quality. The results are consistent with research Benke, et al, 1980, Harrell, 1986, Messmer, 2002 and Camp, 2003, which essentially concluded that in addition to the problem organizational commitment, another problem faced by accountants have contributed to the audit quality is the implementation of an independent audit of financial statements demonstrated by the audit quality. Research is also in line with the results of the study Benke, et al 1980; Harrell, 1984; Vandenberg, et al, 1992; Backman, Allen, 2000; and Azzat et al, 2001, which concluded that the auditor who has high organizational commitment tend to have a better audit quality. Results of this study are also consistent with the results of the study Lie, Song and Wong (2005) concluded that organizational commitment of public accounting firm higher tend to provide higher audit quality services.

Results of this study are also consistent with research on the measurement of the audit quality at this stage of the process has been carried Sutton (1993). Sutton researching about the factors that affect the audit quality process. Results of this study show an agreement among respondents about the factors that affect the audit quality process began planning stage assignments, field work stage, and the stage of the final administration.

The results showed that to get a good audit quality, need to pay attention to organizational commitment as an affective dimension, the continuum, and normative and seventeen indicators used wholly size significantly affect the audit quality. Audit quality is affected by the implementation of an independent audit, independent audit is influenced by organizational commitment. Thus the audit quality is affected by the organizational commitment to implement an independent audit of the financial statements, where the implementation of an independent audit of the financial statements affected by the public accounting firm organizational commitment.

Based on the results of this research is that overall the model proposed in this study is that there are significant public accounting firm organizational commitment and implementation of an independent audit of the financial statements to audit quality has been relevant, since all the problems in this study can be answered. Based on the search four hypotheses proposed acceptable significantly. Thus if the approach is done partially still allowing the influence of organizational commitment to the implementation of an independent audit of the financial statements or on the Audit Quality.

If traced organizational commitment of public accounting firm is generally applied as a code of conduct that required Indonesian Institute of Certified Public Accountants (IAPI). Thus the implementation of the organizational commitment of public accounting firm study conducted to date have lasted 20 years since the SPAP in lieu of Examination Norm 1994. It certainly will greatly affect the audit quality, which in turn will have an impact on other aspects, such as organizational commitment and implementation of audit independent of the financial statements.

Thus the hypothesis fourth line with earlier theories, but which need to be observed is how research

results can be used as a reference in the development of science, especially the science of accounting. Because obviously the results will be beneficial not only for the development of the science of accounting but also can be used as a reference for the public accounting firm in the inventory of the results of the audit to the community through an organizational commitment of public accounting firm and implementation of an independent audit of the financial statements.

Basically organizational commitment of public accounting firm and the implementation of an independent audit of the financial statements play an important role in improving audit quality, but the most important is how auditors committed to contribute in creating a quality of work life and how the organization is committed to implement an independent audit on the financial report properly according to the rules standard implementation of an independent audit of the financial statements. Despite this influence is indicated by the auditor committed to implement an independent audit of the financial statements to audit quality indicates the number is not optimal, it does give an indication that there are variables that influence the variable audit quality in addition to the organizational commitment and implementation of an independent audit of the financial statements, who allegedly.

Another thing that shows not optimal the influence of organizational commitment of public accounting firm and implementation of an independent audit of the financial statements to audit quality, namely:

- (1) Not optimal auditor achievement shown by indicators in organizational commitment of public accounting firm, such as a choice of other work, more lucrative jobs, meaning that on this indicator can not be optimally auditor not to drool on other job options. Similarly, the indicator fidelity (loyalty) organization, the auditor has not been able to optimally provide loyalty to the organization where she worked. It was also found that the auditor has not been able to demonstrate a sense indebted to KAP (Public Accounting Firm) organization optimally.
- (2) The auditor is not yet optimal achievement shown by indicators in the implementation of an independent audit of the financial statements, such as not optimal achievement of auditors to implement a couple of indicators contained in the implementation of an independent audit of the financial statements such as: preliminary analytical procedures on the dimensions of planning and design audit approach has not been executed optimally. Similarly, the issuance of the audit report on the dimensions of the completion of the audit and issuance of audit reports yet to be resolved optimally.
- (3) Not optimal running some of the indicators contained in the audit quality such as: the assignment of personnel to carry out the agreement, consultation, and supervision optimally.

Conclusion

Based on the processing and discussion of the results of this study concluded several things:

1. Organizational commitment of public accounting firm has positive effect on the implementation of an independent audit of the financial statements, where the higher organizational commitment, then the higher of implementation of an independent audit of the financial statements. Yet there are other factors that also affect the implementation of an independent audit of the financial statements, in addition to organizational commitment.
2. Organizational commitment of public accounting firm has positive effect on audit quality, where the higher organizational commitment of public accounting firm, it will be the implications for the audit quality. Yet there are other factors that affect the audit quality, in addition to the implementation of an independent audit of the financial statements.
3. Implementation of an independent audit of the financial statements has positive effect on audit quality, where the implementation of an independent audit of the financial statements it will be the implications for the audit quality. Yet there are other factors that affect the audit quality, in addition to the implementation of an independent audit of the financial statements.
4. Organizational commitment of public accounting firm and an independent audit of the financial statements has positive effect on audit quality, where the higher Organizational commitment of public accounting firm and implementation of an independent audit of the financial statements, the better the audit quality.

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