The Influence of Accounting Information System Quality on Employee Performance with Good Corporate Governance as a Moderating Variable

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Abstract - This study aims to analyze the effect of Accounting Information System (AIS) quality on employee performance and the role of Good Corporate Governance (GCG) which moderates the influence of AIS on employee performance. This research is a quantitative study using primary data from a questionnaire. The sampling technique used was purposive sampling to obtain a sample of 52 employees. The data analysis used the MRA test (Moderated Regression Analysis) analysis with SmartPLS 3.0. The results show that the quality of AIS has no significant effect on employee performance, and the role of GCG is proven to moderate the impact of AIS quality on employee performance. The implementation of GCG has indirectly helped the quality of AIS to create information disclosure, leadership accountability, fair treatment for every employee in carrying out their obligations and accepting their rights as employees, as well as contributions from all employees to make the company better.

Keywords: Employee Performance, Good Corporate Governance, Quality of Accounting Information System

INTRODUCTION

Currently, technology continues to develop to meet human needs that develop from time to time. Advances in technology can improve performance and enable various activities to be carried out efficiently, effectively, and accurately, which in turn will increase human productivity. These developments have resulted in business uncertainty and competitive competition between business entities. In the round of business entities, accounting information systems are required to provide accurate, relevant, and complete sources of information. Accounting information systems are a fundamental tool for managers who seek to maintain a competitive advantage amidst rapid technological advances, increasing awareness, and challenging demands from customers and business owners. (Gofwan, 2019)

Accounting Information Systems (AIS) can play an essential role in helping companies improve their performance. According to previous research such as Ismail (2009) and Amidu et al. (2011), AIS has an essential role in developing company performance. The company's performance will be good if the company is responsive to environmental changes, especially advances in information technology. Harash (2015) states that the most widely used information system is AIS, especially in financial reporting. Today many companies continue to increase spending on information systems, and the budget continues to grow. In addition, economic conditions and competition create pressures on the cost of information. In general, information systems are developed using information technology to assist individuals and organizations in carrying out their work, which is expected to improve them.

Many previous studies have examined the effect of AIS quality on organizational performance, but the results are inconsistent. Several studies that previous researchers have conducted show that the quality of AIS has a positive effect on organizational performance (Soudani, 2012; Daoud & Triki, 2013; Bukenya, 2014; Esmeray, 2016; Alnajar, 2017; Beg, 2018; Sutriani et al. 2018; Qatawneh & Bader, 2020). Different results were shown by Sajady et al. (2012) and Putri & Endiana (2020) that AIS does not affect organizational performance. In addition to influencing company performance, the quality of AIS also affects employee performance. Previous research found that the quality of AIS influences employee performance (Dita & Putra,
2016; Melasari, 2017; Nandasari & Ramlah, 2019). However, different results were shown by Sopian & Suwartika (2019) who found that the influence of AIS on employee performance was insignificant.

The inconsistency of research results regarding the quality of AIS on employee performance indicates that other variables affect the relationship between AIS and employee performance, one of which is Good Corporate Governance (GCG). Good Corporate governance will be able to optimize the implementation of AIS. With Good Corporate governance, AIS can provide appropriate and valuable information in making decisions in the company. In other words, the information contained in the AIS can realize the five components of good governance: transparency, accountability, responsibility, independence, and equality. The five components of GCG can improve the quality of financial reports and reduce manipulation (Halimatusadiah & Gunawan, 2014). Thus, governance can strengthen AIS's influence on employee performance.

This study develops previous research by including moderating variables on the relationship between AIS and employee performance. Only the moderating variables used are different. Previous research used moderating variables of environmental uncertainty (Yasa et al., 2016), employee integrity (Melasari, 2017), organizational culture (Gunawan & Hermawan, 2020), and organizational commitment (Septiningrum et al., 2019), reward system (Nurrudin, 2020). This study uses the GCG variable as a moderating variable. Previous studies that use moderating variables on the relationship between AIS and employee performance are still few.

THEORETICAL AND CONCEPTUAL FRAMEWORK

Accounting Information System Quality

An Accounting Information System (AIS) is a series of computer-based electronic systems used to collect, store and process financial and accounting data used to support organizational decision-making processes. The quality of accounting information is a characteristic of accounting information to assist those responsible for setting accounting standards and assisting officials when preparing financial reports in evaluating accounting information (Elsiddig, 2020). Susanto (2015) notes that financial accounting is based on creating and collecting useful information for investors, creditors, and decision makers because generally accepted accounting principles require that financial information be understood by those who will use it.

Employee Performance

Performance is the degree to which a person meets predetermined objectives (Abbas & Yaqoob, 2009; Haque, 2012; Saasongu, 2015; Suardhita et al., 2020). Employee performance is a result achieved by employees in their work according to specific criteria that apply to a particular job. Beltrán-Martín & Bou-Llusar (2018) suggested that when employees' skills and efforts can be translated into results, they are said to be performing. Therefore, employee performance is critical because, with this performance, it will be known how far the employee's ability to carry out the tasks assigned to him is. It is necessary to determine clear and measurable criteria and set them together as benchmarks.

Good Corporate Governance

The definition of GCG is a system that regulates and controls the company and creates added value for all stakeholders (Monks et al., 2003). According to Nahrudin et al. (2018), GCG is a pattern of relationships, systems, and processes used by corporate organizations (Board of Directors, Board of Commissioners, GMS) to provide long-term shareholder value and pay attention to other stakeholders based on applicable laws and regulations. To achieve this goal, the company must ensure that the principles of GCG have been applied correctly. There are five principles of GCG, according to Kaen & Shaw (2003), namely transparency, accountability, responsibility, independence, and equality.

Hypotheses Development

The quality of AIS influences employee performance.

The quality of AIS is very useful for companies and agencies in determining the steps or policies that are taken and facilitating the supervision, especially of the activities of a company. The success of AIS depends on employee confidence in the information system, which is influenced by the characteristics inherent in the design and the extent to which the system can meet employee needs. The quality of the AIS is a supporter of the company's strengths, so the AIS is commonly used by employees to facilitate the work of preparing plans,
Preparing reports, and promoting the completion of quality reports. If the preparation of reports and planning is completed on time, employees can improve more efficient and objective results. Besides that, employee performance also increases because the performance appraisal is seen from the work results and the accuracy of achieving work targets. The explanation explains that implementing a quality AIS is believed to improve individual performance in a company.

According to Susanto (2013), the successful application of AIS can increase the speed and quality of information produced for quality decision making and improve the quality of relationships between individuals with other individuals in the organization or company. The relationship quality between individuals can encourage a company to be more dynamic to produce a good performance. Several studies on the quality of AIS on employee performance have been carried out previously, including research from Dita & Putra (2016); Melasari (2017) and Nandasari & Ramlah (2019) who found that the quality of AIS influences employee performance. Therefore, the quality of AIS affects employee performance.

H1: The quality of AIS influences employee performance

**GCG can moderate the effect of AIS quality on employee performance**

AIS is very useful for assessing employee performance because employee performance appraisal is an assessment carried out to achieve company goals. Good GCG helps create a conducive and accountable relationship between elements within the company to improve company performance. The basic principles of GCG aim to enhance a company's performance. GCG and accounting relate to each other based on two principles: transparency and accountability. The effectiveness of the AIS is expected to strengthen the GCG mechanism that leads to the efficient functioning of the capital market. AIS provides information that flows from the company to stakeholders continuously. This flow of information forms the basis for stakeholder decision-making. For example, periodic financial reports are an investor's primary tool that enables decisions to buy or sell stocks. Therefore, regular financial reports are expected to be relevant, appropriately represented, comparable, verifiable, timely, and understandable (EY, 2010).

The implementation of GCG is intended to create information disclosure, leadership accountability, fair treatment for every employee in carrying out their obligations and accepting their rights as employees, as well as the involvement of all employees in developing the company for the better. The main purpose of implementing GCG principles is to achieve optimal performance of employees, which in essence will improve organizational performance, so the interests of management and employees must receive balanced and fair treatment following their respective positions. It is hoped that GCG principles can be applied in all company departments so that every employee works and gets rights according to their abilities. Improving the quality of financial reports is also required for GCG. The better the quality of AIS, the better GCG will certainly support employees' performance. Therefore, GCG can moderate the effect of AIS quality on employee performance.

H2: GCG can moderate the effect of AIS quality on employee performance

As stated above on theoretical anchors, the study's conceptual framework is shown in figure 1.

![Conceptual Framework of the Study](image)

**RESEARCH METHOD**

**Research Design**

This research is quantitative causal research where the formulation of the research problem is asking about the relationship between two or more variables. This study uses AIS Quality as an independent variable,
employee performance as the dependent variable, and GCG as a moderating variable. According to the source, the type of data used is primary data in the form of questionnaire results distributed to respondents.

Population and sample
The population in this study were employees at PT. Nippon Indosari Corpindo, Tbk Gresik plant with 105 employees. The sampling technique in this study used purposive sampling. The criteria used to select employees as samples in this study were employees of PT. Nippon Indosari Corpindo Tbk using SAP (System Application and Product Data Processing) ERP. Most responses are intended for the Department of Production, Engineering, Supply Chain Management, Quality Management, and Finance and Accounting. The rest is for the Human Resources and General Affairs and Information Technology Department.

Quality of Accounting Information System (X)
Quality information has relevance, reliability, and consistency under management needs and the completeness of the data produced. AIS quality is the integration of all related elements and sub-elements in forming AIS to deliver quality information (Susanto, 2013). This research questionnaire was adopted from research (Al-Attar, 2021). In this study, the items used to measure AIS quality are Relevance, Reliability, and Consistency.

Good Corporate Governance (Z)
According to Anik et al. (2021), GCG is a system that regulates the relationship between the roles of the Board of Commissioners, the positions of the Board of Directors, shareholders, and other stakeholders. Good corporate governance is also a transparent process of determining the company's goals, achievements, and performance appraisals. To improve company performance, companies need to apply GCG principles. GCG implementation and management is a concept that emphasizes the importance of companies to obtain correct, accurate, and timely information. The principles of GCG, as compiled by the National Committee on Governance (2006), consist of transparency, accountability, responsibility, independence, and fairness.

Employee Performance (Y)
The company's interests measure employee performance, so the indicators in the measurement are adjusted to the company's interests. This employee performance measurement looks at the impact of the system on the effectiveness of individual task completion. According to Gomes (2010), the criteria used to measure performance consist of Work Quantity, Work Quality, Dependence, Initiative, Adaptation, and Cooperation.

RESEARCH RESULTS AND DISCUSSION
Sample Description
Table 1. Sample Description

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>38</td>
<td>73%</td>
</tr>
<tr>
<td>Female</td>
<td>14</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 25 years old</td>
<td>10</td>
<td>19%</td>
</tr>
<tr>
<td>25-30 years old</td>
<td>24</td>
<td>46%</td>
</tr>
<tr>
<td>&gt; 30 years old</td>
<td>18</td>
<td>35%</td>
</tr>
<tr>
<td><strong>Years of Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 1 year</td>
<td>9</td>
<td>17%</td>
</tr>
<tr>
<td>1-3 years</td>
<td>16</td>
<td>31%</td>
</tr>
<tr>
<td>&gt; 3 years</td>
<td>27</td>
<td>52%</td>
</tr>
</tbody>
</table>

Source: Primary data processed, 2022

Based on the table above, it is explained that most of the respondents in this study were employees of PT Nippon Indosari Corpindo, Tbk, with male gender with 38 people (74%). In addition, most of the employees of PT. Nippon Indosari Corpindo, Tbk in the age group of 25-30 years amounted to 24 people (46%). Regarding
the characteristics of the last respondent, namely the years of Service. Most of the respondents in this study have worked for more than three years. As many as 27 people (52%).

**The goodness of the Fit Model**

The goodness of fit model is used to determine the extent of the ability of exogenous variables to explain the diversity of endogenous variables or the time to which exogenous variables contribute to endogenous variables. The goodness of fit Model in PLS analysis is done using the coefficient of determination (R-squared). The results of the goods are summarized in the following table:

<table>
<thead>
<tr>
<th>Variabel</th>
<th>R Square</th>
<th>R Square Adjusted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y</td>
<td>0.681</td>
<td>0.662</td>
</tr>
</tbody>
</table>

Source: Primary data processed, 2022

R-square employee performance variable is 0.681 or 68.1%. It can indicate that the quality of AIS and GCG can explain the employee performance variable by 68.1%, or in other words, the contribution of the AIS and GCG quality variables to the employee performance variable is 68.1%. The remaining 31.9% contributes to other factors not discussed in this article—this research. Then, the R-square adjustment of the employee performance variable is worth 0.662 or 66.2%. It means that the AIS and GCG quality variables have a strong predictive power on employee performance variables.

**Hypothesis test**

| Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T (O/STDEV) | Statistics (|O/STDEV|) | P Values |
|---------------------|-----------------|-----------------------------|-------------|---------------------|----------|
| **Moderation X Y**  | 0.198           | 0.185                       | 0.081       | 2.433               | 0.015    |
| **X -> Y**          | 0.072           | 0.076                       | 0.109       | 0.659               | 0.510    |
| **Z -> Y**          | 0.829           | 0.830                       | 0.072       | 11.518              | 0.000    |

Source: Primary data processed, 2022

The first hypothesis tests whether AIS Quality influences Employee Performance. The test results show that the beta coefficient of AIS Quality on Employee Performance is 0.072, and the t-statistic is 0.659. Therefore, it is stated that the t-statistic is not significant because it is <1.96 with a p-value >0.05, so the first hypothesis is rejected. It proves that the quality of AIS has no significant effect on employee performance.

The second hypothesis examines whether GCG can moderate the effect of AIS on Employee Performance. The test results show that the beta coefficient of AIS quality on employee performance moderated by GCG is 0.198, and the t-statistic is 2.433. From these results, it is stated that the t-statistic is significant because it is >1.96 with a p-value <0.05, so the second hypothesis is accepted. It proves that GCG can moderate the influence of AIS on Employee Performance.

**Discussion**

The quality of AIS influences employee performance.

The results of testing the first hypothesis prove that AIS Quality on employee performance does not have a significant effect, so the first hypothesis is rejected. These results are consistent with several previous studies where AIS does not affect employee performance (Dewi et al., 2020; Evi Yanti & Widi Pratiwi, 2022; Kuntari et al., 2022). Employees who are not entirely convinced that implementing AIS can help them complete their tasks will have difficulty with the existing system. The quality of AIS in a company must consider the system's users. Users who understand the application of information systems can affect the quality of the output. It follows the main objective of AIS, which is to be able to produce quality accounting reports. The quality of accounting information is a characteristic of accounting information to assist those responsible for setting...
accounting standards and assisting officials when preparing financial statements in evaluating accounting information (Elsiddig, 2020).

The quality of the AIS has to do with developing and maintaining the system regularly. It will be well integrated and benefit company employees in completing their work quickly and accurately. Information systems that are not well integrated can cause the method to be less useful. Due to the low positive impact of the system on individuals, the system is only a means to generate reports for each work unit and only provides benefits to the company, not individuals. Suppose the system in the company can make it easier, effective, and suitable to the needs of employees. In that case, AIS will help employees work to produce information needed by management to make decisions so that the management of employee performance will be judged well. For this reason, companies should evaluate the quality of accounting information systems regularly so that companies can use the system appropriately, produce good reports by employees, and appreciate employees who perform well. Therefore, the company supports the existence of a particular IT (Information and Technology) team created to help employees who have difficulty using AIS at PT. Nippon Indosari Corpindo, tbk.

The effect of the quality of AIS on employee performance with GCG as a moderating variable

In the results of the second hypothesis in this study, it is proven that GCG moderates the effect of AIS quality on employee performance. GCG can improve the quality of AIS in the company, leading to increased employee performance. The GCG components include transparency, accountability, responsibility, independence, and equality. These components are essential because the consistent application of GCG principles has been proven to improve the quality of financial reports and can also prevent report engineering activities where financial statements do not reflect the company's fundamental values. The implementation of GCG has indirectly helped the quality of AIS to create information transparency, leadership responsibility, equal treatment for every employee in carrying out their obligations and accepting their rights as employees, as well as contributions from all employees to make the company better. The implementation of GCG in improving the performance of employees in the company is considered very important because GCG is a benchmark to make the company's performance superior, and to enhance employee performance, it must be based on the principles of GCG. From the results of this study, the quality of AIS is not enough to affect the company's employees' performance. Still, the role of GCG supports and influences the quality of AIS on employee performance. Therefore, GCG can moderate the effect of AIS quality on employee performance.

CONCLUSIONS AND SUGGESTIONS

Conclusions

This study analyzes the effect of AIS Quality on Employee Performance using CGG as a moderating variable. Based on the results of research and discussion, it can be concluded as follows:

1. The quality of AIS has no significant effect on employee performance. The quality of the AIS has to do with developing and maintaining the system regularly. Due to the low positive impact of the system on individuals, the system is only a means to generate reports for each work unit and only provides benefits to the company, not individuals.

2. The role of GCG is proven to moderate the effect of AIS quality on employee performance. The implementation of GCG has indirectly helped the quality of AIS to create information transparency, leadership responsibility, equal treatment for every employee in carrying out their obligations and accepting their rights as employees, as well as contributions from all employees to make the company better. From the results of this study, the quality of AIS is not enough to affect the company's employees' performance. Still, the role of GCG supports and influences the quality of AIS on employee performance.

Suggestions

For Company

Based on the results of this study, PT. Nippon Indosari Corpindo is expected to improve the quality of AIS and the principles of GCG in the company because it is proven to be able to moderate the rate of AIS on the performance of employees in the company. Because the results of this study indicate that if the company implements the principles of GCG well, the employee's performance will be good. On the contrary, if the company does not implement the directions well, the employee's performance will also not be good.
For Further Researchers

The results of this study can be used as a reference for further research. In addition, it can develop and expand research samples by examining companies from other sectors and operating variables that are thought to affect the quality of AIS, such as employee integrity, work motivation, or the company's internal control system. AIS quality indicators should also be added using other theoretical literature such as adaptability, response time, and usability because these indicators also show the quality of the company's AIS.

REFERENCES


