EFFECT OF INTERNAL CONTROL EFFECTIVENESS, COMPENSATION SYSTEM, INFORMATION ASYMMETRY AND ACCOUNTING RULES, ACCOUNTING MORALITY TO JENDING ACCOUNTING TENDENCY OF ACCOUNTING SHORT BEHAVIOR WITH ENTERVENING VARIABLES
(Empirical Study at Adventist Schools in Jakarta)

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Abstract: *The purpose of this research to study the effect of the effectiveness of internal control, compensation systems, information asymmetry and compliance with accounting rules with unethical behavior towards fraudulent accounting trends. This study is to examine the extent to which the influence of the effectiveness of internal control and unethical behavior on accounting fraud tendencies. This research was conducted on the population of Adventist Schools in Jakarta with Random Sampling in 15 schools and 5 respondents from each sample. The method used by the Structural Equation Model (SEM) approach uses Partial Least Square (PLS) software.*

The results of the study show: there is a significant and positive influence; The effectiveness of internal control on unethical behavior, the effectiveness of internal control on Accounting Fraud Trends, Compensation System for Unethical Behavior, Compensation System for Accounting Fraud Trends, Information Asymmetry for Unethical Behavior, Compliance with Accounting Rules for Unethical Behavior, Management Morality against Behavior is not Ethical, Management Morality towards Accounting Fraud Trends, Unethical Behavior towards Accounting Fraud Trends, but Information Asymmetry on Accounting Fraud Trends, and Obedience of Accounting Rules to Accounting Fraud Trends has a positive but insignificant effect

From the results of these studies, the authors make all positive influences. However, there are two insignificant hypotheses, namely the influence of information asymmetry on accounting fraud and compliance with accounting rules for accounting fraud tendencies. And the relationship between variables is very good for improving internal control in preventing accounting fraud tendencies.

Keywords:*, Compliance with Accounting rules, Compatibility Compensation, Unethical behavior, Accounting Fraud, Internal Control, Information Asymmetry*

Introduction

The financial statements are the end of the accounting process designed to provide information to potential investors, potential creditors, users of reports for business decision making (Fajria, 2010). For management, the financial statements can be used as a material consideration in determining the company's activity plans for the coming period. As for investors, financial statements are one of the most important information for making decisions. In addition, the financial statements are also useful for management to carry out daily operations. The information contained in the financial statements provides a basis for management to make plans (Fajria, 2010). Thus, the information available in financial statements is very important for investors and management so it must be reliable.

Given the importance of a company's financial statements, the financial statements must be prepared as well as possible in accordance with accurate data in accordance with applicable accounting rules. According to PSAK No.45 concerning Presentation of Nonprofit Financial Statements PSAK 45 (revised 2011) concerning Financial Statements of Nonprofit Entities was approved by the Financial Accounting Standards Board on April 8, 2011.

Donors want to know how the funds they provide are well managed and used for the benefit of the public rather than for darkness.

Lately we often hear that the contents of Non-Governmental Organizations (NGO) are used as a cover for a number of people to reap personal benefits. Maybe you have received an envelope or a box on a public bus in the name of a particular orphanage, but after exploring the existence of the orphanage is not clear, this is one example. As a concrete example that was revealed around September 2011, the Tresna Wedha Social Institution case in Pare-pare Sulawesi and made headlines in various media for more than three days. How sad the residents are treated to stale food by the management of the orphanage. Not only that, it was also reported that unfit living quarters, even the editors who reported, said that they were more comfortable in prison than in the social home, which is a non-profit organization.

Some research has been done before. Among them is a study conducted by Mayangsari and Wilopo (2002) who examined the effect of internal control and unethical behavior on trends in accounting fraud. The variables used are internal control, unethical behavior, and the tendency of accounting fraud. The results of this study indicate that internal control and unethical behavior influence the tendency of accounting fraud.

The difference between this research and previous research is the object of research and research analysis tools. This study chose the Jakarta Adventist School as the object of research and used PLS (Partial Least Square) analysis tools through the SmartPLS software, while previous studies used Amos 4.0 with the object of research in publicly listed companies and SOEs. The reason for choosing a research object in the School is because the School Educational Institution has different characteristics compared to other companies. Schools have more attractive regulations compared to other industries, for example a school must have a specific strategy.

To carry out its activities, the School (Educational Institution) must have high integrity so that the community has trust in working relationships.

Literature Review

Tendency of Accounting Fraud

According to the Financial and Development Supervisory Agency (2008: 11), states that the tendency is interpreted as dishonesty, fraud is more determined in activities related to legal consequences, such as embezzlement, theft by deception, fraud, corruption, abuse of authority. In the Big Indonesian Dictionary (KBBI), the tendency can be interpreted biased (heart); willingness; desire (liking). According to (Tuanakotta, 2007), cheating is an unlawful act carried out to benefit both individuals and groups.

Unethical behavior

Unethical behavior is difficult to understand, the answer of which depends on the complex interactions between the situation and the personal characteristics of the culprit (Buckley et al, 1998)

Effectiveness of internal control

Government Regulation No.8 of 2006 in Adelin (2013), internal control is a process that is influenced by management created to provide adequate confidence in achieving effectiveness, efficiency, adherence to applicable laws and regulations and the reliability of the presentation of financial statements. five internal control components that have been used since COSO 1992. Control Environment, Risk Assessment, Control Activities, Information and communication (information and communication), Monitoring Activities (Monitoring Activites)

Compensation Compliance

According to Malayu Hasibuan (2009: 118), compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company. Meanwhile, according to William B. Werther and Keith Davis in Hasibuan (2009: 119) compensation is what a worker receives in return for the work he provides. Both hourly wages and periodic salaries are designed and managed by personnel. Meanwhile, according to Veitzal (2005) in Patchouli Sanuari (2004: 6) compensation is something that is received by employees as a substitute for services provided to the company. From this description it can be concluded that compensation is compensation or compensation for work done in the form of money, salaries, wages, bonuses, or incentives to employees.

Obedience to Accounting Rules

According to the Big Indonesian Dictionary (KBBI), Obedience is obedience to the applicable rules, whereas rules are something that have been determined to be carried out. Each agency usually has guidelines that are used by management in determining and carrying out various activities within the company, one of which is the accounting rules regarding accounting activities. According to Rahmawati (2012: 9), in the measurement and presentation of financial statements which are guided by the rules there are rules in accounting standards

Information Asymmetry

Scott (2000) stated, there are two kinds of information asymmetry that is:
1. Adverse selection, information that is only known to management or people within the company but is not shared with investors
2. Moral hazard, namely that not all management activities are known to investors and creditors so that many of these activities violate ethics
The existence of information asymmetry allows for conflicts that occur between the principal and agent to try to take advantage of each other for their own interests. Eisenhardt (1989) suggests three assumptions about human nature, namely: Humans are generally self-centered, Humans have limited thinking power about the perception of the future, Humans always avoid risk.

Management Morality

According to Bertens (1993) in Dian (2013) Moral has the meaning of a value and norm that is a guide for a person or group in regulating his behavior. Liyanarachi (2009) presents the results of several studies which show that the level of moral reasoning of individuals will affect their ethical behavior. When faced with ethical dilemmas, there must be differences between people with low levels of moral reasoning and people who have high levels of moral reasoning. And people who have a high level of moral reasoning will tend to behave and act according to the rules.
 Effect of Effectiveness of Internal Control on Unethical Behavior
If the effectiveness of internal control is high then unethical behavior will decrease.
To provide reasonable assurance about the reliability of financial statements, compliance with the law, and the effectiveness and efficiency of operations is a control system (Mulyadi and Puradiredja, 1998 in Fauwzi, 2011).

AICPA (1947) in Wilopo (2006) explain that in order for human mistakes and weaknesses to be minimized to conform to procedures, internal control is needed..
H1: The effectiveness of internal control influences unethical behavior

Effect of effectiveness of internal control on the tendency of accounting fraud

Accounting fraud can be minimized even avoided if good internal controls are implemented so that activities that tend to commit accounting fraud can be avoided. Smith et al., (1997) state that to reduces tendency of accountung fraud through effective internal control
H2: The effectiveness of internal control affects the tendency of accounting fraud

 Effect of Compensation Suitability on Unethical Behavior

In attribution theory, the actions of a leader or person who is given authority are influenced by the attributes of the cause (Green and Mitchell, in Waworuntu, 2003). Compensation is a way for someone to do work immediately. This study argues that the provision of appropriate compensation will reduce the unethical behavior of company management.
H3: Compensation suitability affects unethical behavior

Effect of Compensation Suitability on Accounting Fraud Tendencies

In attribution theory, someone's actions in an organization are influenced by the causal attribute (Waworuntu, 2003). A fraudulent act by someone is caused by a desire to maximize personal gain. These actions are driven by individual dissatisfaction with the rewards they get from the work they do.
H4: Compensation suitability affects the tendency of accounting fraud

Effects of Obedience on Accounting Rules on Unethical Behavior

The stage of moral development is a measure of the level of morality of a person based on the development of moral reasoning as revealed by Kohlberg (1969). Moral development theory holds that moral reasoning, which is the basis of unethical behavior, has six identifiable developments. The six stages are divided into three levels: pre-conventional. Conventional, post-conventional.
Management is a collection of individuals who also have moral stages. At the conventional stage, moral judgment is based on an understanding of social rules, laws, justice, and obligations. Management at this stage begins to shape its management morality by obeying the rules which in this study are accounting rules before finally forming high moral management maturity at the post-conventional stage. By obeying accounting rules, management is expected not to carry out unethical actions that are not in accordance with accounting rules.
Roberts et al., (2002: 23) argue that the way the profession is organized, through, among others, a code of ethics, and adherence to accounting rules, will influence and control the behavior of company management. Thus the more a company adheres to accounting rules, the lower the unethical behavior of company management.
H5: Obedience of accounting rules influences unethical behavior

Effect of Compliance with Accounting Rules Against Tendencies in Accounting Fraud

In Kohlberg's (1969) moral development theory, high management morality is also supported by the observance of applicable rules. In the theory at the post conventional stage, management is oriented to the applicable regulations, so that compliance with accounting rules can form a high management morality and can reduce the tendency of accounting fraud committed by management.
Factors that encourage companies to provide financial statement information are market forces and regulatory forces (Foster, 1986: 24-45). This regulation requires companies to submit financial statements prepared in accordance with the rules or accounting standards to those who need them. Wolk and Tearney (1997: 93-95) explain that failure to prepare financial statements due to non-compliance with accounting rules, will lead to corporate fraud that cannot be detected by auditors.
H6: Obedience of accounting rules influences the tendency of accounting fraud

Effect of Information Asymmetry on Unethical Behavior

In agency theory, it explains about the problems that occur between the precisors and agents. One of them is information asymmetry. Information asymmetry is the imbalance of information possessed by principals and agents, when principals do not have enough information about the

performance of agents instead, agents have more information about the capacity of themselves, the work environment and the company as a whole (Widyaningdyah, 2001 in Ningsaptiti, 2010). This information asymmetry makes management take advantage of the misalignment of information for their benefit as well as harming outside parties, such as biasing information related to investors (Scott, 2003: 7-8 in Wilopo, 2006).

Similarly with regard to agency theory, Healy P.M (2000) and Lambert (2001) state that the existence of information asymmetry will cause dysfunctional behavior problems for agents (company management). The results of Dunk's (1993) and M. van Dyck (2000) research show the relationship between information asymmetry and unethical behavior, both by subordinates and outside the company (external auditors).

H7: Information asymmetry influences unethical behavior

Effect of Information Asymmetry on Accounting Fraud Tendencies

Agency theory (Jensen and Meckling, 1976) is often used to explain accounting fraud. Agency theory intends to solve two problems that occur in agency relationships. One of them is the problem that arises when the wishes or goals of the principal and agent are in conflict, and also when the principal feels it difficult to trace what the agent actually does. If agents and principals try to maximize their respective utility, and have different desires and motivations, then the agent (management) does not always act in accordance with the wishes of the principal (shareholder). Desires, motivations and utilities that are not the same between management and shareholders raises the possibility of management acting detrimental to shareholders.

H8: Information asymmetry has a positive effect on trends in accounting fraud

Effect of Management Morality on Unethical Behavior

In the theory of moral development Kohlberg (1969) states that morals develop through three stages, namely the preconventional stages, conventional stages, and post conventional stages.. Morality is a matter that affects an individual's behavior. Because morality is one important factor that influences one's actions and behavior. Bad morality will make individuals tend to behave unethically. In a company or institution represented by its management, management morality is an important thing that influences the actions taken by the company. So that in a company or agency, management morality has an influence on unethical behavior by the company.

H9: Management morality influences unethical behavior

Effect of Management Morality on Accounting Fraud Tendencies

Kohlberg's theory of moral development (1969) states that morals develop through three stages, namely the preconventional stage, the conventional stage, and the post conventional stage. Management morality at the post conventional stage shows high moral management maturity. In this moral maturity becomes the basis and management considerations in designing responses and attitudes towards ethical issues.

Morality is an important factor in the emergence of fraud. The tendency of accounting fraud is also influenced by the morality of the people involved in it. In a company or agency management morality is very influential on the slack in accounting fraud that may arise in the company.

As has been hypothesized above, that management's morality influences ethical behavior. Wilopo (2006) research results show that by increasing management morality can reduce the tendency of accounting fraud. This study also believes that management morality influences the tendency of accounting fraud. That is, the higher the stage of management morality (the post-conventional stage).
H10: Management morality influences the tendency of accounting fraud

Effects of Unethical Behavior on Accounting Fraud Tendencies

In the theory of moral development Kohlberg (1969) states that morals develop through three stages, namely the preconventional stages, conventional stages, and postconventional stages. The postconventional stage is the end of the stage of moral development that forms the ethical principles of management. This principle shows the attitude of management in managing the company to determine good or bad decisions for the company.
H11: Unethical behavior influences the tendency of accounting fraud

Research Methodology

The population of this study are all Adventist Schools in Jakarta. Almost every region in Indonesia has Adventist College schools. So that Adventist Universities in Jakarta are expected to be able to represent all Schools in Indonesia.
The sample of this research is Adventist Schools in Jakarta taken by probability sampling (random sampling) with the respondents being the principal, the head of accounting, and financial staff, the Head of Administration in the Adventist School of the city of Jakarta with the number of samples 15 schools per school consists of 5 respondents.
The variables contained in this study were measured using a Likert scale model that measures attitudes by expressing their agreement or disagreement with questions raised with a score of 5 (SS = strongly agree) 4 (S = agree) 3 (N = Neutral) 2 (TS = Disagree) 1 (STS = Strongly Disagree). Testing of the hypotheses in this study was carried out with the following stages;
1) Descriptive Statistics Test, Validity Test,
2) Reliability Test,
3) Designing the Inner Model,
4) Designing the Outer Model,
5) Line Diagram Construction,
6) Convert the path diagram to the equation
7) Estimation: Path coefficient, Loading, and Weight,
8) Goodnes of Fit,
9) Hypothesis Testing,
10) Sobel Test and Bootstrapping

Definition of operationalization of variables and their measurement.

1. Dependent Variable (Y)
    Tendency of Accounting Fraud
In this research, accounting fraud tends to be the dependent variable. IAI (2001) describes accounting fraud as misstatement arising from fraud in financial reporting and misstatement arising from improper treatment of assets (often referred to as misuse or embezzlement)

relating to the theft of assets of an entity which results in the financial statements not being presented in accordance with the principle generally accepted accounting in Indonesia. The instrument used to measure the tendency of accounting fraud consists of five question items developed by Wilopo (2006) of SPAP, section 316 IAI, 2001. A Likert Scale of 1-5 is used to measure the response of respondents. The higher the value indicated indicates more cheating.

2. Intervening Variable (Z)
    Unethical Behavior

Unethical behavior in this study functions as an intervening variable. Namely, the variable that bridges between the dependent and independent variables. According to Tuckman in Sugiyono (2007) intervening variables are variables that theoretically affect the relationship between the independent variable and the dependent variable into an indirect relationship that cannot be observed and measured. This variable is an interrupting variable / between the independent variable and the dependent variable, so the independent variable does not directly affect the change or the emergence of the dependent variable.

Unethical behavior is measured by instruments developed by Robinson (1995), and Tang et al., (2003) and measured by four question items. Likert Scale 1-5 is used to measure the response of respondents. The higher the value shown the more unethical behavior.

3 Independent Variables (X)
    Effectiveness of Internal Control (X 1)

The internal control system is a process that is carried out to provide adequate confidence regarding the achievement of the reliability of financial statements, compliance with the law, and the effectiveness and efficiency of operations (Mulyadi and Puradiredja, 1998 in Fauwzi, 2011). The instrument used to measure the effectiveness of internal control consists of five question items developed by Wilopo (2006) from IAI (2001) regarding internal control. Respondents' responses were measured on a 1-5 Likert scale, the higher the value indicated, the less effective internal control.

Compensation System (X 2)

According to Mangkuprawira (2004), in Shopiadewi (2006), in Fauwzi (2011), the compensation system is a financial reward system (wage payment) designed to be able to attract attention, maintain, and encourage employees to work productively. Compensation suitability is measured by an instrument developed by Wilopo (2006) from Gibson, (1997: 182-185) regarding reward and consists of six question items. Respondents' responses are measured on a 1-5 Likert scale, the higher the value indicated, the more appropriate the compensation obtained.

Information Asymmetry (X 3)

The instrument used to measure information asymmetry consisted of six questions from an instrument developed from Dunk (1993). Likert Scale 1-5 is used to measure the response of respondents. The higher the intended value, the more shows there is no information asymmetry.

Obedience to Accounting Rules (X 4)

Obedience of accounting rules is measured by eight question items. This instrument was developed by researchers from IAI (1998) regarding the accountant's code of ethics. Likert Scale 1-5 is used to measure the response of respondents. The higher the value, the more it shows obedience to accounting rules.

Management Morality (X 5)

Moral management is not equivalent with profit Since here is the cost of addressing the externality or the corporate redistribution (Baron, in Fauwzi, 2011). In other words, management morality is management's action to do the right thing and not related to profit or value. The management morality can be measurement based on the moral measurement model developed by Kohlberg in 1969 and Rest in 1979.
Defining Issues Test instrument form. This instrument takes the form of an ethical dilemma case. Management morality is measured through 6 (six) items that measure the level of management morality through the case of an accounting ethics dilemma. The measurement results of the accounting ethics dilemma is a reflection of the morality of organizational management. In this study the management morality variable is the observed variable. The value shown on the questionnaire shows the higher the lower the moral value of management.

Results And Discussion

In this study, researchers distributed 75 questionnaires. But in that number there were questionnaires that were not returned by respondents as many as 0 questionnaires, so that returned were 75 questionnaires. Of the 75 returned questionnaires, there were
there are 71 questionnaires that can be used because there are 4 questionnaires that were aborted. Thus the rate of return (response rate) of 100%.

Table 1. **Test Results for Convergent Validity**

Variable	Indicator	Loading factor	Cut off	Information
X1	X1.1.1	0.933	0.500	V
	X1.2.1	0.936	0.500	Valid
	X1.3.1	0.894	0,500	Valid
	X1.4.1	0.869	0.500	Valid
	X1.5.1	0.915	0.500	Valid
X2.1	X2.1.1	0.938	0.500	Valid
	X2.1.2	0.919	0.500	Valid
	X2.1.3	0.897	0.500	Valid
X2.2	X2.2/1	0.946	0.500	Valid
	X2.2.2	0.964	0.500	Valid
	X2.2.3	0.936	0.500	Valid
X3.1	X3.1.1	0.923	0.500	Valid
	X3.1.2	0.912	0.500	Valid
	X3.1.3	0.908	0.500	Valid
	X3.1.4	0.911	0.500	Valid
	X3.1.5	0.922	0.500	Valid
X3.2	X3.2.1	0.955	0.500	Valid
	X3.2.2	0.949	0.500	Valid
X4.1	X4.1.1	0.917	0.500	Valid
	X4.1.2	0.917	0.500	Valid
	X4.1.3	0.918	0.500	Valid
X4.2	X4.2.1	0.952	0.500	Valid
	X4.2.2	0.954	0.500	Valid
X4.3	X4.3.1	0.970	0.500	Valid
	X4.3.2	0.970	0.500	Valid
X5.1	X5.1.1	0.913	0.500	Valid
	X5.1.2	0.960	0.500	Valid
	X5.1.3	0918	0.500	Valid
X5.2	X5.2.1	0.904	0.500	Valid
	X5.2.2	0.928	0.500	Valid
	X5.2.3	0.919	0.500	Valid
Y.1	Y.1.1	0.926	0.500	Valid
	Y1.2	0.887	0.500	Valid
	Y1.3	0.927	0.500	Valid
	Y1.4	0.906	0.500	Valid
Y2	Y2.1	1.000	0.500	Valid
Z1	Z1.1	0.929	0.500	Valid
	Z1.2	0.917	0.500	Valid
Z2	Z2.1	0.966	0.500	Valid
	Z2.2	0.964	0.500	Valid

Descriptive Statistics Results

Analysis of the description of research variables is a description of the variables obtained based on respondents' answers to the questions raised in the questionnaire against the indicators studied. In this case, it will be seen the tendency of respondents' answers for all research variables.
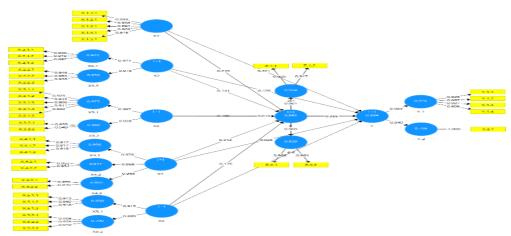

Figure 1. **PLS Outer Loading Results**

Based on the table above it can be seen that all indicators produce loading factor values greater than 0.5. Thus it can be said that all indicators are able to measure the variables.

Evaluate construction validity by calculating convergent validity, convergent validity is known through loading factor values. An instrument is said to meet the convergent validity test if it has a loading factor above 0.5. The results of convergent validity testing are presented in the following table:

Based on the table next to it, it can be seen, that all indicators produce loading factor values greater than, 0.5. Thus it can be said that all indicators are able to measure the variables.

Convergent validity can also be known through Average Variance Extracted (AVE). An instrument is said to meet the convergent validity test if it has an Average Variance Extracted (AVE) above 0.5. The results of convergent validity testing are presented in the following table:

Table 2. **Results of Kostruk Validity Testing Using AVE**

Dimensions / variables	Average Variance Extrac (AVE)	Cut off	Information
X1	0.828	0.500	Valid
X2.1	0.843	0.500	Valid
X2.2	0.900	0.500	Valid
X3.1	0.837	0.500	Valid
X3.2	0.906	0.500	Valid
X4.1	0.842	0.500	Valid
X.4.2	0.908	0.500	Valid
X4.3	0.941	0.500	Valid
X5.1	0.866	0.500	Valid
X5.2	0.841	0.500	Valid
Y.1	0.831	0.500	Valid
Y.2	1.000	0.500	Valid
Z.1	0.852	0.500	Valid
Z.2	0.931	0.500	Valid

Test criteria state that if the composite reliability is greater than 0.7 and Cronbach alpha is greater than 0.6, the construct is declared reliable.

The results of the calculation of composite reliability and Cronbach alpha can be seen through the summary presented in the following table:

Table 3. **Construction Reliability Test Results**

Indicator	*Cronbach's Alpha*	*Composite Reliability*
X1	0.948	0.960
X2.1	0.907	0.942
X2.2	0.945	0.964
X3.1	0.951	0.963
X3.2	0.896	0.950
X4.1	0.906	0.941
X4.2	0.899	0.952
X4.3	0.937	0.970
X5.1	0.922	0.951
X5.2	0.905	0.941
Y.1	0.932	0.952
Y.2	1.000	1.000
Z.1	0.827	0.920
Z.2	0.926	0.964

Based on the table above, it can be seen that the value of the Chronbach alpa role conflick is smaller than 0.6 but it produces a compositer reliability value greater than 0.7. Thus, based on the calculation of the Chronbach alpha value and the Chronbach reliability value of all

indicators declared reliable in measuring the variables

Inner Model Evaluation.

Evaluation of structural models or inner models is a stage to evaluate the goodness of fit which includes the coefficient of determination and predictive relevance and hypothesis testing. Each will be explained as follows:

Determination Coefficient (R2)

Table 4 is the result of Coefficient of Determination.

Table 4. **Determination coefficient results (R2)**

Variables	R Square	R Square Adjusted
Unethical Behavior (Z)	0,892	0,884
Tendency of accounting fraud (Y)	0,884	0,874

Table 4 shows that the R-square Adjective value on the Unethical Behavior (Z) variable is 0.884 or 88.4%. This can indicate that the diversity of the variable Unethical Behavior (Z) can be explained by the variable effectiveness of internal control (X1), Compensation System (X2), Information Asymmetry (X3), Compliance with Accounting Rules (X4), and Management Morality (X5) of 88.4%, while the remaining 11.6% is contributed by other variables not discussed in this study.

The Rj-square Adjective value on the Accounting Fraud Tendency (Y) variable is worth 0.874 or 87.4%. This can indicate that the diversity of the variables of Accounting Fraud tendency (Y) can be explained by the variable effectiveness of internal control (X1), Compensation System (X2), Asymmetry of Information (X3), Compliance with Accounting Rules (X4), Morality Management (X5), and Unethical behavior (Z) of 87.4%, while the remaining 12.6% is the contribution of other variables not discussed in this study.

Predictive Relevance (Q2)

The Q2 value can be used to measure how well the observational value generated by the model and also the estimated parameters. Q2 value greater than 0 (zero) indicates that the model is said to be good enough, while Q2 value less than 0 (zero) indicates that the model lacks predictive relevance. Following are the results of the Predictive Relevance (Q2) test:

Table 5. **Predictive Relevance (Q2) test results**

	SSO	SSE	Q2(=1-SSE/SSO
KKA (Y)	375.000	133.147	0,645
PTE (Z)	300.000	93.517	0,688

The results show that the Predictive Relevance (Q2) value is greater than 0 (zero) which indicates that the model is said to be good enough

Hypothesis test

The test criteria state that if the value of T-statistics ≥ T-table (1.96) or the value of P-Value <significant alpha 5% or 0.05, then there is a significant influence of exogenous variables on endogenous variables. Significance and model testing results can be known through the following figures and tables.
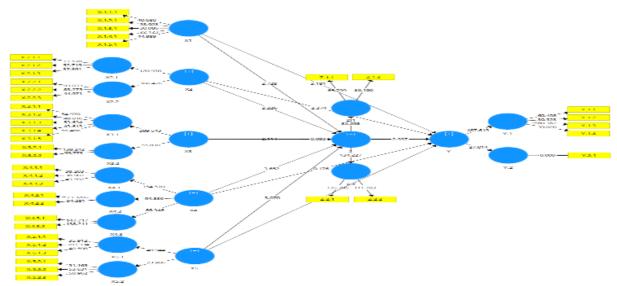

Figure 5. **Output Inner Model**

Table 6 **Results of Direct Hypothesis Testing**

Influence	Original Sample	T. Statistics	P Value
EPI =>PTE	0.243	2.728	0.007
EPI=>KKA	0.321	3.181	0.002
SK=>PTE	0.141	2.226	0.026
SK=>KKA	0.126	2.374	0.018
AI=>PTE	0.180	2.114	0.035
AI=>KKA	0.010	0.092	0.927
KAA=PTE	0.314	3.652	0.000
KAA=>KKA	0.025	0.176	0.860
MM=>PTE	0.176	3.070	0.0035
MM=>KKA	0.193	2.117	0.035
PTE=>KKA	0.355	2.937	0.003

Table 7 **Indirect Hypothesis Testing Results**

Influence	Original sample	T Statistics	P Values
KPE =>PTE=>KKA	0.086	2.012	0.045

SK=>PTE=>KKA	0.050	1.564	0.118
AI=>PTE=>KKA	0.064	1.714	0.087
KAA=>PTE=>KKA	0.111	2.300	0.022
MM=>PTE=>KKA	0.062	2.050	0.041

In the test results listed in the table above it can be seen that the value of T statistics indirect effect greater than 1.96 and the value and p-value <0.05 is the effect of the effectiveness of internal control (X1) on the Tendency of Accounting Fraud (Y) through Unethical Behavior (Z), the effect of Compliance with Accounting Rules (X4) on Accounting Fraud Tendencies (Y) through Unethical Behavior (Z), and the influence of Management Morality (X5) on Accounting Fraud Tendencies (Y). Thus it can be concluded that Unethical Behavior (Z) is able to mediate the influence of the Effectiveness of internal control (X1), Obedience of Accounting Rules (X4), and Management Morality (X5) to the Tendency of Accounting Fraud (Y).

Conclusion

Based on the results, this study successfully proved the existence of:
1. Effect of effectiveness of internal control (X1) on Unethical Behavior (Z), that the T statistics value influence the effectiveness of internal control (X1) on Unethical Behavior (Z) of 2.728 with a p-value of 0.007. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant effect of the effectiveness of internal control (X1) on Unethical Behavior (Z).
2. Effect of effectiveness of internal control (X1) on the Tendency of Accounting Fraud (Y), that the T statistics value influence the effectiveness of internal control (X1) on Tendency of Accounting Fraud (Y) of 3.181 with a p-value of 0.002. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant effect of the effectiveness of internal control (X1) on the Tendency of Accounting Fraud (Y).
3. Effect of Compensation System (X2) on Unethical Behavior (Z), that the T statistics value of the influence of Compensation System (X2) on Unethical Behavior (Z) is 2,226 with p-value of 0,026. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence of the Compensation System (X2) on Unethical Behavior (Z).
4. Effect of the Compensation System (X2) on the Tendency of Accounting Fraud (Y), that the value of T statistics the influence of the Compensation System (X2) on the Tendency Accounting Fraud (Y) of 2,374 with a p-value of 0,018. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence of the Compensation System (X2) on the Tendency of Accounting Fraud (Y).
5. Effect of Information Asymmetry (X3) on Unethical Behavior (Z), that the T statistics value of the influence of Information Asymmetry (X3) on Unethical Behavior (Z) is 2,114 with a p-value of 0.035. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence of Information Asymmetry (X3) on Unethical Behavior (Z).
6. Effect of Information Asymmetry (X3) on Accounting Fraud Tendency (Y), that the T statistics value of Information Asymmetry (X3) influence on Accounting Fraud

Tendency (Y) is 0.092 with p-value of 0.927. The test results show that the value of T statistics <1.96 and p-value> 0.05. This means that there is no significant effect of Information Asymmetry (X3) on Accounting Fraud Tendency (Y).

7. Effect of Compliance with Accounting Rules (X4) on Unethical Behavior (Z), that the value of T statistics the effect of Compliance with Accounting Rules (X4) on Unethical Behavior (Z) is 3.652 with a p-value of 0,000. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence on the Obedience of Accounting Rules (X4) to Unethical Behavior (Z)

8. Effect of Compliance with Accounting Rules (X4) on the Tendency of Accounting Fraud (Y), that the value of T statistics influence of Compliance with Accounting Rules (X4) on Tendency of Accounting Fraud (Y) of 0.176 with a p-value of 0.860. The test results show that the value of T statistics <1.96 and p-value> 0.05. This means that there is no significant influence on the Obedience of Accounting Rules (X4) to the Tendency of Accounting Fraud (Y).

9. The Effect of Management Morality (X5) on Unethical Behavior (Z), that the T statistics value of the influence of Management Morality (X5) on Unethical Behavior (Z) is 3.070 with a p-value of 0.002. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant effect of Management Morality (X5) on Unethical Behavior (Z).

10. The Effect of Management Morality (X5) on the Tendency of Accounting Fraud (Y) that the value of T statistics the influence of Management Morality (X5) on the Tendency of Accounting Fraud (Y) of 2,117 with a p-value of 0.035. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence of Management Morality (X5) on the Tendency of Accounting Fraud (Y).

11. Effect of Unethical Behavior (Z) on Accounting Fraud Tendency (Y), that the T statistics value of the influence of Unethical Behavior (Z) on Accounting Fraud Tendency (Y) of 2.937 with a p-value of 0.003. The test results show that the value of T statistics> 1.96 and p-value <0.05. This means that there is a significant influence of unethical behavior (Z) on the tendency of accounting fraud (Y).

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