

The Effect Of Independence And Competence On The Effectiveness Of The Internal Control System With Auditor's Work Experience As A Moderation Variable At The Inspection Office Of Pt Bank Rakyat Indonesia, Tbk. Field Area

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Abstract

This study aims to examine the effect of independence and competence on the effectiveness of the internal control system, the effect of independence and competence together on the effectiveness of the internal control system, and whether the work experience of internal auditors can moderate independence and competence on the effectiveness of the internal control system at the Inspection Office of PT. Bank Rakyat Indonesia. Tbk Medan Region. The population of this research is 45 auditors spread over 5 working areas of the Inspection Office of Bank Rakyat Indonesia, Tbk Medan area. The data used in this study is primary data collected through a questionnaire. The respondents of this study were internal auditors. Testing research data using multiple linear regression analysis and residual test for moderating variables. The results of this study indicate that: 1) Partially, the independence of internal auditors affects the effectiveness of the internal control of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region; 2) Partially, the competence of internal auditors affects the effectiveness of the internal control of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region; 3) Simultaneously, the independence and competence of internal auditors have a positive and significant effect on the effectiveness of internal control. This is because the independence and competence of internal auditors are interrelated elements that must be carried out by internal auditors to improve the effectiveness of internal controls at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region; 4) Work experience is not proven to moderate (strengthen or weaken) the independence and competence of the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region.

Keywords: Independence, competence, work experience, effectiveness of the internal control system

1. Introduction

In line with the concept of the era of globalization and the development of the business world, as a consequence more and more problems will be faced by a company in an increasingly competitive and complex business competition, so this situation requires leaders or company management to be able to manage their company activities effectively and efficiently to achieve the goals that have been set. Therefore, management is obliged to be able to manage the activities of the company as well as possible as the implementation of the internal auditor's responsibility to the public. The

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bigger the company, the more activities that must be carried out, both activities related to internal and external parties (Dewi et al., 2015). Therefore, it is not enough for the company's management to only be provided with information about the company's financial activities but also need development in the field of audit, which independently functions to carry out assessments within the company to provide services for the implementation of tests and assessments regarding the adequacy of the effectiveness of internal controls, to meet these demands a company really needs the role of internal auditors intended to improve company performance Effectiveness (result of operations) is related to how far an activity has achieved the desired goals or benefits (Claudia, 2013). In addition, effectiveness is more about measuring the results achieved. Within the scope of management effectiveness is a condition that shows the level of success of management activities in achieving the goals set. Internal control system evaluation is basically carried out by internal auditors to find out various control weaknesses in a system and the impact of the resulting weaknesses.

2. Literature Review

1. System

System is a group of elements that are closely related to other elements that function together to achieve certain goals (Bastian, 2009). The system is needed in every activity or job, so that the activity can run well and in accordance with the company's goals. A system can create an effective and efficient work or activity. The system consists of procedures, methods, and techniques that allow the data to be processed properly. In this case the system will involve humans as drivers and tools to support the achievement of goals.

2. Internal control

Internal control is an activity that is very important in achieving business goals. Likewise, the business world has increased attention to internal control. Sawyers (2005) defines internal control as “a process that is influenced by the activities of the board of commissioners, management or other employees designed to provide reasonable assurance.

3. Internal Control System

a. Definition of Internal Control System

A company develops an internal control system in order to assist in the process of achieving its objectives (Romney and Steinbart, 2006). This helps the management in carrying out its function of securing the company's assets, providing confidence that what is reported is truly trustworthy and can encourage business efficiency and can continuously monitor that the policies that have been set are made as expected.

b. Purpose of Internal Control System

The purpose of the government's internal control system according to PP no. 60 of 2008 is to provide reasonable assurance regarding:

- 1) Achievement of effectiveness and efficiency in achieving the objectives of state governance pemerintahan
- 2) Financial reporting reliability
- 3) Pesafeguard state assets
- 4) Compliance with laws and regulations.

c. Internal Control System Elements

1. Control Environment
2. Risk Assessment
3. Control Activities
4. Information and communication
5. Monitoring the internal control system.

4. Internal Auditor Independence

Independence can be said to be a person's attitude to act honestly, impartially, and responsibly

and to report his findings only based on evidence and events in the field.

5. Internal Auditor Competence

Internal auditors must have the knowledge, skills, and other competencies needed to carry out their duties and responsibilities. (International Standards for Professional Practice of Internal Auditing, 2012 in Agoes, 2012). The internal audit activity, collectively, must possess or acquire the knowledge, skills, and other competencies required to carry out its responsibilities.

6. Internal Auditor Work Experience

Work experience is a process of learning and increasing the potential for behavior from both formal and non-formal education or can be interpreted as a process that leads a person to a higher pattern of behavior. The experience variable will be measured using indicators of length of work, the frequency of inspection work that has been carried out, and the amount of training he has attended (Elisha and Icuk, 2010).

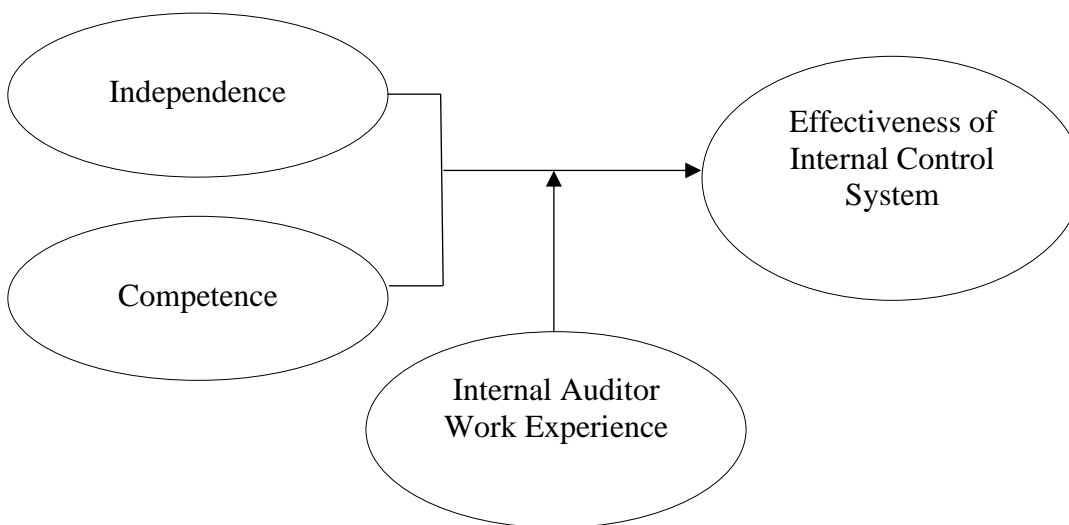


Figure 1. Conceptual framework

3. Research Method

The research approach used in this study is an associative approach. The research approach uses quantitative data types which are based on theory testing composed of various variables, measurements involving numbers and analysis using statistical procedures. This research was conducted on Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. The population in this study is found at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan area, totaling 45 (forty five) auditors. The sample in this study used a saturated sample, namely the entire population used in this study. The sample in this study amounted to 45 (forty five) auditors at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region.

Table 1. The Operational Variable

Variable	Definition	Indicator	Scale
Independence (X ₁)	The state is free from influence, not controlled by parties others, not dependent on others. (Meinhard et al., 1987, Agoes 2012, Halim 2001, Ely et al., 2010, Putu et al., 2014, Putu, 2017)	1. Real Independence 2. Independence in Appearance 3. Independence in Expertise	interval
Competence (X ₂)	The personal aspects of a worker include the knowledge, skills and	1. Mastery of Internal Audit Standards	

Variable	Definition	Indicator	Scale
	abilities possessed by a person who have become a part of him. (Syaiful F Pribadi 2004, Islahuzzaman, 2012, Harry, 2013)	2. Insights About the organization 3. Skill Upgrade	interval
Effectiveness of Internal Control System (Y)	How far an activity has achieved the desired goals or benefits, besides that effectiveness is more concerned with measuring the results achieved, and shows the level of success of management activities in achieving the goals set. COSO, (2004), PP No. 60 of 2008, Mahmudi, (2010) Badara and Saidin (2013), Fitriawansyah. (2014)	1. Environment 2. Control 3. Risk Assessment 4. Information and communication 5. Control Activities 6. Monitoring	interval
Internal Auditor Work Experience (Z)	The auditor's work experience is the result of the length of time the auditor has worked, is something that the auditor has experienced, lived, and felt (Sanyoto, 2007, Sumantara, 2014, Sari, 2015)	1. Length of time working 2. The number of duties of the internal auditor	interval

Understanding validity is a measure that shows the level of accuracy and error of an instrument. The instrument must be able to measure what it is supposed to measure, so validity emphasizes the measuring instrument of observation. The usefulness of validity is to determine the extent of the accuracy and accuracy of a measurement instrument in carrying out its measuring function. Validity testing according to Sugiyono (2010), states that it is a measure that shows the level of validity and authenticity of an instrument that is considered valid and able to measure what it wants to measure, in other words, it is able to obtain the right data from the variables studied. The validity of the test measuring instrument by calculating the correlation between the values obtained from each question item with the overall obtained on the measuring instrument. The method used is Pearson's product moment using the SPSS 21.0 program with the following formula:

$$r_{xy} = \frac{N \sum XY - (\sum X) (\sum Y)}{\sqrt{\{N \sum X^2 - (\sum X)^2\} \{N \sum Y^2 - (\sum Y)^2\}}}$$

Information

- rx_y : Pearson's product moment correlation with the question
- x : total score of the whole subject per item
- y : total score per subject
- N : number of subjects

The correlation value (r) can be seen from the correlation table, column total score, Pearson correlation row. According to Sugiyono, (2010), states that if the correlation of each factor is positive and the magnitude is 0.5 and above, then the factor is a strong construct, or it can be concluded that the instrument has good construction validity. To test this correlation coefficient, the level of significant = 5% is used with the interpretation of the data if the value of rcount > r table means it is valid. Based on the results of the data validity test, the corrected item-total correlation > rtable value is declared valid. The value of t table is seen from df: 30 – 2 = 28, then r table = 0.3061.

Research technique is a way of searching, obtaining, collecting or recording data, both in the form of primary data and secondary data used for the purpose of compiling a scientific work and then analyzing the factors related to the main issues so that there will be a truth of the data. data to be obtained.

4. Results and Discussion

4.1. Result

In this study the data were obtained by directly submitting a questionnaire that had been prepared by the researcher to the respondents who were at the Inspection Office of PT. Bank Rakyat Indonesia (Persero), Tbk Medan Region in the Internal Audit Division with a total of 45 employees. From a total of 45 research questionnaires that were distributed, all of them were collected, so that the return rate of the questionnaires in this study was 100%.

Table 2. Distribution of Questionnaire Distribution

Work unit	Questionnaire Distributed	Return Questionnaire	Percentage
Medan Internal Audit	28	28	62.22%
Kanca Medan Iskandar Muda	5	5	11.11%
Kanca Medan Gatot Subroto	4	4	8.89%
Kanca Medan Sisingamangaraja	4	4	8.89%
Kanca Medan Thamrin	4	4	8.89%
Total	45	45	100%

Source: Processed Data

Respondent Description

In this study, respondents' characteristics were assessed based on gender, age, education level, and length of service at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan area in the internal audit division.

Table 3. Characteristics of Respondents

By Gender		
Gender	Frequency	Percentage
Men	34	75.56%
Woman	11	24.44%
Total	45	100%
By Age		
Age	Frequency	Percentage
20 – 30 Years	28	62.22%
31 – 40 Years	12	26.67%
>40 Years	5	11.11%
Total	45	100%
Based on Education Level		
Education	Frequency	Percentage
High School Equivalent	0	0.00 %
S1 General	34	75.56%
S1 Accounting	10	22.22%
S2	1	2.22%
Total	45	100%
Based on Work Experience		
Length of work	Frequency	Percentage
< 3 Years	32	71.11%
5 – 10 Years	10	22.22%
>10 years	3	6.67%
Total	45	100%

Source: Processed Data

From the results of the study, the characteristics of respondents based on gender were dominated by 34 male employees (75.56%) while 11 female employees (24.44%). This means that

male employees are given greater authorization in the role of internal auditors at the Bank Rakyat Indonesia Inspectorate Office in the Medan area.

Based on age, the respondent's age is dominated by employees aged 20-30 years as many as 28 people (62.22%), followed by employees aged 31-40 years as many as 12 people (26.67%), and employees aged over 40 years as many as 5 people (11.11%). This means that employees who have a role in internal auditing at the Bank Rakyat Indonesia inspectorate office in the Medan area are dominated by employees of productive age, which are between 20-30 years old. Based on educational background, there were no internal auditors with equivalent high school education background, 34 people (75.56%) of internal auditors were internal auditors, and 10 people (22.22%) S1 Accounting, while 1 Masters degree graduated. People (2.22%).

Hypothesis Test Results

The F statistic test basically shows whether all the independent variables included in the model have a simultaneous effect on the dependent variable. The results of the F test can be seen in the following table.

Table 4. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	130,300	2	65,150	33,492	,000b
Residual	81,700	42	1,945		
Total	212,000	44			

a. Dependent Variable: Effectiveness of SPI

b. Predictors: (Constant), Competence, Independence

it is known that the significant value of 0.000 is smaller than 0.05 so that it can be said that simultaneously the independence and competence variables have a positive and significant effect on the effectiveness of internal control variables. That is, Hypothesis 1 can simultaneously be accepted. The t-statistical test basically shows how far one independent variable individually explains the variation of the dependent variable. The results of the t test can be seen in the following Table 5.

Table 5. t test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	43,936	6,854		6,410	,000
1 Independence	,671	,105	,647	6,366	,000
Competence	,193	,071	,277	2,725	,009

a. Dependent Variable: Effectiveness of SPI

The table above states that partially:

1. Independence has a significant effect partially on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. This is based on the value of the internal auditor's role of 0.000 < from a significant value of 0.05.
2. Competence has a significant effect partially on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. This is based on the value of the internal auditor's role of 0.009 < from a significant value of 0.05.

Based on the coefficient value, the regression equation can be arranged as follows:

$$Y = 43.936 + 0.671 X1 + 0.193 X2$$

Information :

- 1) The constant of 43,936 with a positive relationship direction indicates that if the variables of independence and competence are considered constant, the effectiveness of the internal control system has been formed of 43,936.
- 2) The independent regression coefficient on the effectiveness of the internal control system is

positive at 0.671. If independence is increased by one unit, it will increase the effectiveness of the internal control system by 0.671.

- 3) The regression coefficient of competence on the effectiveness of the internal control system is positive at 0.193. If the competence is increased by one unit, it will increase the effectiveness of the internal control system by 0.644.

1. Moderated Regression Analysis (MRA) Test Results

Moderated Regression Analysis (MRA) test was conducted to see whether the moderating variable could strengthen or weaken the influence of the independent variable on the dependent variable. A variable is a moderating variable by looking at the value of the coefficient b1 of the regression equation is significant and negative (Ghozali, 2016). Residual test results can be seen in the following Table:

Table 6. Moderated Regression Analysis (MRA) Test Results Stage 1-X1

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	144,050	2	72,025	44,519	,000b
Residual	67,950	42	1.618		
Total	212,000	44			

a. Dependent Variable: Effectiveness of Internal Control (Y)

b. Predictors: (Constant), Audit Work Experience (Z), Independence (X₁)

Table 7. Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	49,138	5,924		8,295	,000
	Independence (X ₁)	,572	,102	,551	5,606	,000
	Audit Work Experience (Z)	,308	,074	,410	4,174	,000

a. Dependent Variable: Effectiveness of Internal Control (Y)

Table 8. Moderated Regression Analysis (MRA) Test Results Stage 2-X1

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	144.823	3	48,274	29,463	,000b
Residual	67,177	41	1,638		
Total	212,000	44			

a. Dependent Variable: Effectiveness of Internal Control (Y)

b. Predictors: (Constant), Independence*Auditor Work Experience, Independence (X₁), Audit Work Experience (Z)

Table 9. Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	116.738	98,610		1.184	,243
	Independence (X ₁)	-,462	1,509	-,445	-,306	,761
	Audit Work Experience (Z)	-1,234	2,247	-1,642	-,549	,586
	Independence*Auditor Work Experience	,024	,034	2,661	,687	,496

a. Dependent Variable: Effectiveness of Internal Control (Y)

As the result of the first regression, it can be seen that the value of X1, Z to Y is significant with a value of $0.000 < 0.05$. While in Table 9 as the result of the second regression involving X1, Z and the value of interaction between variables on Y is not significant with a value of $0.496 > 0.05$ and the coefficient value is positive with a value of 0.024. Based on the coefficient value, the regression equation can be arranged as follows:

$$Y = 116.73 - 0.462 - 1.234 + 0.024 \text{ (Interaction 1)}$$

Based on the output data above, it can be concluded that the work experience of internal auditors cannot moderate the relationship between independence (X₁) and the effectiveness of internal auditor controls (Y) at the Inspection Office of Bank Rakyat Indonesia. Tbk (Persero) Medan Region. Because a variable is said to be a moderating variable, by looking at the value of the coefficient b1 from the regression equation, it must be significant and negative.

Table 10. Moderated Regression Analysis (MRA) Test Results Stage 1-X2

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	120.903	2	60,452	27,871	,000b
Residual	91.097	42	2,169		
Total	212,000	44			

- a. Dependent Variable: Effectiveness of Internal Control (Y)
- b. Predictors: (Constant), Audit Work Experience (Z), Competence (X2)

Table 11. Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	64,346	5,105		12,604	,000
Competence (X2)	,257	,072	,370	3,574	.001
Audit Work Experience (Z)	,440	,078	.585	5,658	,000

- a. Dependent Variable: Effectiveness of Internal Control (Y)

Table 12. Moderated Regression Analysis (MRA) Test Results Stage 2-X2

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	121,058	3	40.353	18,192	,000b
Residual	90.942	41	2,218		
Total	212,000	44			

- a. Dependent Variable: Effectiveness of Internal Control (Y)
- b. Predictors: (Constant), Competence*Auditor Work Experience, Competence (X2), Audit Work Experience (Z)

Table 13. Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	83.914	74.324		1,129	,265
Competence (X2)	-,053	1.178	-,076	-,045	,964
Audit Work Experience (Z)	,004	1,656	,005	,002	,998
Competence*Auditor Work Experience	,007	,026	,803	,264	,793

a. Dependent Variable: Effectiveness of Internal Control (Y)

As the result of the first regression, it can be seen that the value of X2, Z to Y is significant with a value of $0.000 < 0.05$. While in Table 4.16 as the result of the second regression involving X2, Z and the value of interaction between variables on Y is not significant with a value of $0.793 > 0.05$ and the coefficient value is positive with a value of 0.007. Based on the coefficient value, the regression equation can be arranged as follows: $Y = 83.914 - 0.053 + 0.004 + 0.007$ (Interaction 2) Based on the results of the data output above, it can be concluded that the work experience of internal auditors cannot moderate the relationship between Competence (X2) and the effectiveness of internal auditor control (Y) at the Bank Rakyat Indonesia Inspection Office. Tbk (Persero) Medan Region. Because a variable is said to be a moderating variable, by looking at the value of the coefficient b1 from the regression equation, it must be significant and negative.

2. Coefficient of Determination Test Results (R2)

The coefficient of determination (R2) is used to determine how much the independent variable can explain the dependent variable. The value of the coefficient of determination is between zero and one. The results of the coefficient of determination test (R2) can be seen in :

Table 14. Coefficient of Determination Test Results (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789a	,622	,594	1,399

a. Predictors: (Constant), AI Work Experience, Competence, Independence

Based on Table 14, the coefficient value (R) is 0.789 which indicates a strong relationship between the variables, with the coefficient of determination (R square) of 0.622 or 62.20%. This means that the variables of independence and competence as well as work experience can explain the effectiveness of internal control variables by 62.20% while the remaining 37.78% is explained by other variables outside this estimation model.

5. Discussion

The effect of independence and competence on the effectiveness of internal control with work experience as a moderating variable.

5.1. The independence and competence of internal auditors on the effectiveness of internal control partially and simultaneously affect the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region.

Likewise, in the second hypothesis, partially competence has a positive and significant effect on the effectiveness of the internal control system at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Based on the results of the t-test (Table 4.8 in this study), it can be seen in the coefficient model 1 column that there is a sig value of 0.009. The sig value is less than the probability value of 0.05 or the value of $0.009 < 0.05$, then H2 is accepted and H0 is rejected. Variable X2 has a value of $t_{count} > t_{table}$ which is $2.725 > 1.68$. So it can be concluded that the X2 variable has a partial contribution to the Y variable. A positive t2 value indicates that the X2 variable has a unidirectional relationship with Y, in other words, competence partially has a significant influence on the Effectiveness of the Internal Control System. The relationship between the internal audit competencies of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. In the Medan area, the higher the competence of the auditor, the more effective the internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Auditor competence is very helpful in carrying out their duties and responsibilities in their respective work areas. Competence also underlies the auditors will support skills and speed in completing their tasks so that they can achieve the objectives of the Inspection Office of PT Bank

Rakyat Indonesia (Persero), Tbk. Medan Region. In the Medan area, the higher the auditor's competence, the more effective the internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Auditor competence is very helpful in carrying out their duties and responsibilities in their respective work areas. Competence also underlies the auditors will support the skills and speed in completing their tasks so as to achieve the objectives of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. In the Medan area, the higher the competence of the auditor, the more effective the internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Auditor competence is very helpful in carrying out their duties and responsibilities in their respective work areas. Competence also underlies the auditors will support skills and speed in completing their tasks so as to achieve the objectives of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Competence also underlies the auditors will support skills and speed in completing their tasks so as to achieve the objectives of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Competence also underlies the auditors will support skills and speed in completing their tasks so that they can achieve the objectives of the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region.

The results of statistical tests show the third hypothesis that simultaneously the influence of independence and competence has a positive and significant effect on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. Based on the results of the F test in this study, the Fcount value was 33,492 with a probability value (sig) = 0.000, the Fcount value (33,492) > Ftable (2.83) and the sig value was smaller than the probability value of 0.05 or a value of 0.000 < 0.05 then H_a was accepted, meaning that together (simultaneously) independence and competence have a significant effect on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region. The role of internal auditors and the effectiveness of the internal control system have a great influence on the continuity of the company, with a good internal control system, the company can carry out all its activities in accordance with the goals and objectives to be achieved. If the company's goals have been achieved, it means that the employee's actions are in accordance with the regulations and there are no actions that can harm the company.

5.2. Work experience of internal auditors can moderate the relationship between independence, and competence, on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan Region.

The test of the fourth hypothesis in this study states that work experience cannot moderate the relationship between independence, competence of internal auditors on the effectiveness of internal control at the Inspection Office of PT Bank Rakyat Indonesia (Persero), Tbk. Medan area, this can be seen from the results of SPSS output with regression analysis of the work experience variable that in the first regression it can be seen that the value of independence and internal audit work experience on the effectiveness of internal control is significant with a value of 0.000 < 0.05. While in the second regression by including the interaction value between variables on the effectiveness of internal control, the results are not significant with a value of 0.496 > 0.05 and the coefficient value is positive with a value of 0.024.

Likewise, in the second interaction test, it appears that when the regression test was carried out between the competence variable and the auditor's work experience on the effectiveness of internal control, significant results were obtained with 0.000 < 0.05, while in the second regression by adding the interaction value between variables, namely the competence variable, work experience auditor and the interaction value of these two variables on the effectiveness of internal control obtained insignificant results with a value of 0.793 > 0.05 and the coefficient value is positive with a value of 0.007.

Based on the data obtained, it can be concluded that the work experience of internal auditors cannot moderate the relationship between independence and the effectiveness of internal control and also

cannot moderate the relationship between competence and the effectiveness of internal auditors' control at the Bank Rakyat Indonesia Inspection Office. Tbk (Persero) Medan Region. Because a variable is said to be a moderating variable, by looking at the value of the coefficient b_1 from the regression equation, it must be significant and negative. This is because in the implementation of audit activities always consider various personnel who are treated to carry out audits including: number and level of experience of auditor staff, consideration of knowledge, skills and disciplines. From the findings above, it can be concluded that an internal auditor must be able to work and carry out his duties independently without pressure from any authority to provide real reports to management. In providing his report, an auditor must have good competence in his field to obtain real and real data on the findings in the field and then include it in the reporting concept needed by the company so that the effectiveness of internal control can support the company's performance and can maintain the company's assets and assets in achieving the vision and the company's mission (Nurmadi et al., 2018). An internal audit must be able to adjust his expertise in his field of work even though he has never handled an audit before.

6. Conclusion

Indicates the influence of the independence and competence of auditors on the effectiveness of internal control. It is therefore recommended that each auditor maintain and even increase his independence in carrying out his duties as an auditor without being influenced by the interests of any individual and authority. Auditors are also advised to continue to improve their competence, especially in carrying out their duties as auditors. In addition, the banking management must also continue to provide flexibility to the auditors to carry out their duties independently, as long as within the corridor of regulations that apply by law and internal banking regulations, regular and ongoing training is also a must to be carried out both by internal banking and by involve external parties. The banking sector must also pay more attention to the competence of prospective internal audit employees, both in terms of education and work experience. Because the suitability of work experience also has a significant influence on the effectiveness of internal control. Although in this study work experience was not proven to moderate the relationship between the variables studied, partially work experience has a significant influence on the effectiveness of internal control.

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The Effect Of Independence And Competence On The Effectiveness Of The Internal Control System With Auditor's Work Experience As A Moderation Variable At The Inspection Office Of Pt Bank Rakyat Indonesia, Tbk. Field Area

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