

BAB V

PENUTUP

5.1. Kesimpulan

Berdasarkan analisis data dan pembahasan tentang Pengaruh Skeptisme Profesional, Komunikasi Interpersonal, Pengalaman Kerja, dan Beban Kerja terhadap Kemampuan Auditor dalam Mendeteksi *Fraud*, maka didapatkan hasil penelitian sebagai berikut:

1. Skeptisme professional berpengaruh positif terhadap kemampuan auditor dalam mendeteksi *fraud*.
2. Komunikasi interpersonal tidak memiliki pengaruh terhadap kemampuan auditor dalam mendeteksi *fraud*.
3. Pengalaman kerja juga tidak memiliki pengaruh terhadap terhadap kemampuan auditor dalam mendeteksi *fraud*.
4. Begitu pula dengan beban kerja yang tidak memiliki pengaruh terhadap terhadap kemampuan auditor dalam mendeteksi *fraud*.

5.2. Implikasi

Berdasarkan hasil kesimpulan diatas, menunjukkan bahwa skeptisme professional berpengaruh positif terhadap kemampuan auditor dalam mendeteksi *fraud*. Skeptisme professional menjadi hal penting karena dapat melakukan penilaian yang kritis terhadap bukti audit dan harus dipertimbangkan kecukupan buktinya. Apabila seorang auditor memiliki sikap skeptis yang tinggi, maka akan semakin hati-hati pula mereka dalam pengambilan keputusan untuk mendukung kesimpulan, sehingga keberadaan fraud akan dapat terdeteksi dengan adanya sikap skeptic yang tinggi dari seorang auditor. Berdasarkan peraturan BPK No. 1 Tahun 2007 juga memberikan syarat bagi auditor untuk menjalankan keahlian professional yang membutuhkan sikap skeptisme professional. Oleh sebab itu, semakin tinggi tingkat skeptisme professional yang dimiliki auditor, maka akan semakin mudah bagi auditor dalam mendeteksi *fraud*.

5.3. Keterbatasan Penelitian

Keterbatasan dalam penelitian ini disajikan peneliti sebagai berikut:

1. Tidak adanya interaksi langsung dengan responden sehingga tidak dapat memberikan penjelasan yang lengkap terkait substansi kuesioner.
2. Teknik pengumpulan data dengan menggunakan kuesioner menyebabkan data yang dihasilkan bias, sehingga ada beberapa butir pertanyaan yang dibuang karena belum lolos uji validitas
3. Berdasarkan nilai koefisien determinasi, terdapat 41,2% faktor lain yang ada diluar penelitian ini, dimana hasil penelitian mungkin akan dapat berbeda dari hasil penelitian ini
4. Jumlah responden auditor yang terbatas karena banyak auditor yang harus menjalankan tugas diluar kota
5. Adanya potensi pertanyaan kuesioner yang menimbulkan bias karena kurangnya ditelaah lebih dalam arti dari setiap kata yang ada didalam kuesioner.

5.4. Saran

Berdasarkan hasil penelitian dan keterbatasan yang ada dalam penelitian ini, maka peneliti memberikan saran sebagai berikut:

1. Jika peneliti selanjutnya melakukan penelitian terbaru dengan topik yang sama, diharapkan untuk menambah atau mengganti variabel penelitian yang dapat memiliki pengaruh lebih besar terhadap pendekripsi kecurangan
2. Memperluas sampel penelitian dan mengkaji subjek penelitian yang lebih luas sehingga hasil penelitian tidak terbatas pada BPK Perwakilan Provinsi Sumatera Utara saja. Misalnya penelitian dapat membandingkan di wilayah yang berbeda
3. Mempertimbangkan dengan baik butir-butir pertanyaan yang akan digunakan dalam kuesioner agar tidak terjadi bias

4. Peneliti juga diharapkan memberikan waktu yang cukup bagi responden agar pengisian data sesuai dengan harapan peneliti dan hasilnya lebih memuaskan



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SURAT PENGANTAR KUESIONER



FAKULTAS BISNIS DAN EKONOMIKA

UNIVERSITAS ATMA JAYA YOGYAKARTA

Nomor: 123/Pen/I

Lamp. :

Hal : Ijin Penelitian, Penyebaran Kuesioner

3 April 2024

Kepada

Yth. BPK Perwakilan Provinsi Sumatera Utara
Jl. Imam Bonjol No.22, Madras Hulu, Kec. Medan Polonia, Kota Medan
Sumatera Utara 20152, Indonesia

Dengan hormat,

Sehubungan dengan penulisan Skripsi yang berjudul "Pengaruh Skeptisme Profesional, Komunikasi Interpersonal, Pengalaman Kerja, dan Beban Kerja terhadap Kemampuan Auditor BPK Perwakilan dalam Mendeteksi Fraud (Studi Empiris Pada BPK Perwakilan Provinsi Sumatera Utara)" yang dilakukan oleh mahasiswa kami dengan identitas:

Nama : Emmiliana Elisabeth Marietta Sihotang
No Mahasiswa/Prodi: 200425872/Akuntansi
No Handphone : 08116572002

Kami mohon Bapak/Ibu berkenan memberikan Ijin Penelitian kepada mahasiswa tersebut untuk mendapatkan data yang diperlukan.

1. Penyebaran Kuesioner

Skripsi yang ditulis oleh mahasiswa ini merupakan karya ilmiah yang memiliki tujuan dan sifat keilmuan. Oleh karenanya tidak akan dipergunakan untuk hal-hal yang merugikan.

Atas perhatian dan bantuanmu, kami mengucapkan terima kasih.

Dekan,



Wenefrida Mahestu N. Krisjanti, SE., M.Sc., Ph.D.

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Dengan segala kerendahan hati, saya Emmiliana Elisabeth (200425872) meminta bantuan Bapak dan Ibu dalam mengisi kuesioner yang akan digunakan sebagai syarat kelulusan studi sarjana saya. Semoga dengan bantuan Bapak dan Ibu dapat memberikan manfaat yang berguna bagi kita semua, dan atas kerja sama yang diberikan saya mengucapkan banyak terima kasih.

Bagian A: Identitas Responden

Nama : _____

Jenis Kelamin : Laki-laki Perempuan

Usia : _____

Jabatan : _____

Lama Bekerja : > 2 tahun < 2 tahun

Petunjuk Pengisian Kuesioner

Pilihlah salah satu alternatif jawaban untuk setiap pernyataan berdasarkan pendapat anda yang menurut anda paling tepat dengan memberikan tanda centang (✓)

Keterangan Jawaban Penelitian

SS = Sangat Setuju

S = Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

Bagian B: Daftar Pernyataan

1. Kemampuan Auditor dalam Mendeteksi *Fraud*

| No | Pernyataan | Jawaban | | | |
|-----|---|---------|----|---|----|
| | | STS | TS | S | SS |
| 1. | Sebagai auditor, saya mampu memperkirakan modus dan teknik yang biasa digunakan pelaku tindak kecurangan | | | | |
| 2. | Saya memahami dengan baik ciri-ciri kecurangan yang melekat pada setiap tindak kecurangan | | | | |
| 3. | Saya mengerti tentang jenis-jenis kecurangan terutama kecurangan yang terjadi pada saat bekerja | | | | |
| 4. | Menurut saya, tidak adanya pengecekan dan penelaahan independen merupakan hal yang wajar | | | | |
| 5. | Menurut saya, adanya unsur kesengajaan pihak instansi dalam melakukan penggantian dokumen merupakan hal yang wajar | | | | |
| 6. | Menurut saya, pelaksanaan <i>review</i> terhadap penyimpangan dalam standar anggaran dan rencana anggaran tidak harus diteliti dengan cermat | | | | |
| 7. | Saya seringkali menemukan sistem akuntansi instansi yang tidak memadai dan menurut saya itu hal yang wajar | | | | |
| 8. | Menurut saya, sering terjadi <i>anomaly procedur analitis</i> seperti tindakan menutupi kecurangan yang sebenarnya dengan melakukan rekayasa keuangan adalah perbuatan yang wajar | | | | |
| 9. | Metode dan prosedur audit yang tidak efektif dapat mengakibatkan kegagalan dalam usaha pendekripsi kecurangan | | | | |
| 10. | Saya memahami karakteristik terjadinya kecurangan | | | | |
| 11. | Auditor perlu waspada saat mengetahui adanya transaksi yang signifikan, kompleks dan tidak biasa | | | | |

Sumber: Setiawan (2023), Oktreva (2021), Fitria (2022), Pata (2019)

2. Skeptisme Profesional (X₁)

| No | Pernyataan | Jawaban | | | |
|----|--|---------|----|---|----|
| | | STS | TS | S | SS |
| 1. | Saya selalu membuat penafsiran yang kritis (<i>critical assessment</i>) | | | | |
| 2. | Pikiran saya selalu mempertanyakan (<i>questioning mind</i>) terhadap validitas bukti audit yang saya peroleh | | | | |
| 3. | Saya memiliki kemahiran profesional yang cermat dalam mengaudit laporan keuangan | | | | |
| 4. | Saya selalu waspada terhadap bukti audit yang bersifat kontradiksi atau menimbulkan pertanyaan sehubungan dengan reliabilitas dari dokumen | | | | |

| | | | | | |
|-----|---|--|--|--|--|
| 5. | Saya selalu memberikan tanggapan terhadap pertanyaan-pertanyaan dan informasi lain yang diperoleh dari manajemen dan pihak yang terkait | | | | |
| 6. | Saya tidak mudah percaya dengan apa yang telah terlihat dan tersajikan secara kasat mata | | | | |
| 7. | Saya membuat penafsiran yang kritis terhadap validitas dari bukti audit yang diperoleh | | | | |
| 8. | Saya akan terus mencari dan menggali bahan bukti yang ada sehingga cukup bagi saya untuk melaksanakan pekerjaan sesuai standar | | | | |
| 9. | Saya mampu mengungkapkan temuan secara jujur, akurat, dan tekun pada diri sendiri serta memiliki keterampilan dalam melakukan audit dengan baik | | | | |
| 10. | Saya mampu mempertahankan pendirian dan tidak mudah terpengaruh oleh faktor lain tanpa adanya buktinya | | | | |

Sumber: Oktreva (2021), Tamba (2021)

3. Komunikasi Interpersonal (X₂)

| No | Pernyataan | Jawaban | | | |
|----|--|---------|----|---|----|
| | | STS | TS | S | SS |
| 1. | Saya memiliki kemampuan berkomunikasi dalam menyampaikan suatu ide maupun informasi | | | | |
| 2. | Saya dapat menjawab berbagai pertanyaan dalam memecahkan masalah pada pelaksanaan pemeriksaan | | | | |
| 3. | Saya memiliki komunikasi yang baik secara lisan, tulisan dan mampu menginterpretasikannya dalam bentuk simbol atau tabel | | | | |
| 4. | Kreativitas terjadi ketika saya mengolah suatu informasi menjadi suatu hal yang mudah dipahami | | | | |
| 5. | Saya selalu ikut berpartisipasi dalam desain aktivitas untuk mendeteksi kecurangan | | | | |
| 6. | Saya selalu mengkombinasikan informasi untuk mentransformasikan konsep-konsep secara terpisah menjadi sesuatu yang baru dan lebih baik | | | | |
| 7. | Saling berkontribusi merupakan kunci keberhasilan pekerjaan | | | | |
| 8. | Saya terkadang merasa minder apabila menghadapi auditee atau pihak yang diaudit dengan jabatan yang lebih tinggi | | | | |
| 9. | Saya mengerti dan percaya diri akan segala pekerjaan yang dikerjakan | | | | |

Sumber: Anggasta (2021), Alkotdriyah (2020)

4. Pengalaman Kerja (X₃)

| No | Pernyataan | Jawaban | | | |
|----|--|---------|----|---|----|
| | | STS | TS | S | SS |
| 1. | Saya mengetahui informasi yang relevan untuk mengambil pertimbangan dalam membuat keputusan karena saya telah lama bekerja sebagai auditor | | | | |
| 2. | Pengalaman dalam pekerjaan audit pada umumnya dapat mengembangkan karir | | | | |
| 3. | Untuk mencapai kompetensinya, saya dapat belajar dari pengalaman pada auditor senior | | | | |
| 4. | Saya mampu meningkatkan keberhasilan dalam menyelesaikan tugas dan belajar dari kesalahan karena banyaknya tugas yang diberikan kepada saya | | | | |
| 5. | Tugas audit yang sulit mempengaruhi kemampuan auditor dalam mendeteksi | | | | |
| 6. | Banyak klien yang sudah saya audit sehingga pekerjaan audit yang saya lakukan menjadi lebih baik | | | | |
| 7. | Saya mudah mendeteksi kesalahan secara profesional karena banyaknya tugas yang diserahkan kepada saya | | | | |
| 8. | Saya dapat mengaudit perusahaan yang belum <i>Go Public</i> dengan lebih baik karena saya mempunyai pengalaman mengaudit perusahaan <i>Go Public</i> . | | | | |
| 9. | Sulitnya penugasan audit di masa lalu bermanfaat bagi saya dalam memudahkan melakukan pemeriksaan ke depan | | | | |

Sumber: Harahap (2020), Nurlaila (2021)

5. Beban Kerja (X₄)

| No | Pernyataan | Jawaban | | | |
|----|--|---------|----|---|----|
| | | STS | TS | S | SS |
| 1. | Gangguan kesehatan tertentu dapat menghambat kinerja saya dalam melaksanakan prosedur audit | | | | |
| 2. | Saya merasa nyaman dengan lingkungan yang ada pada kantor tempat saya bekerja | | | | |
| 3. | Saya memiliki rekan kerja yang sangat mendukung saya dalam menjalankan tugas dan tanggung jawab saya sebagai pemeriksa | | | | |
| 4. | Kinerja saya dalam mengaudit menurun karena banyaknya tugas yang diberikan | | | | |
| 5. | Tugas yang diberikan kepada saya sudah sesuai dengan kapasitas dan waktu yang diberikan | | | | |

| | | | | | |
|----|--|--|--|--|--|
| 6. | Saya dituntut untuk dapat memberikan audit yang berkualitas | | | | |
| 7 | Negara memberikan pemeriksa BPK waktu kerja dan istirahat yang jelas dan cukup | | | | |
| 8. | Saya memiliki keterampilan dan pengetahuan yang mampu mengimbangi tuntutan pekerjaan | | | | |

Sumber: Oktreva (2021), Anggasta (2021)



SURAT PERSETUJUAN BPK PERWAKILAN



BADAN PEMERIKSA KEUANGAN REPUBLIK INDONESIA
PERWAKILAN PROVINSI SUMATERA UTARA

Jl. Imam Bonjol No. 22 Telp. (061) 4519039 Fax. (061) 4538140 Medan 20152

Medan, 22 April 2024

Nomor : 89 /S/XVIII.MDN/04/2024

Perihal : Jawaban atas Izin Penelitian dan Penyebaran Kuesioner

Kepada Yth.

Dekan

Fakultas Bisnis dan Ekonomika

Universitas Atma Jaya Yogyakarta

di

Yogyakarta

Merujuk surat dari Dekan Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta Nomor: 124/Pen/I tanggal 3 April 2024 perihal izin penelitian dan penyebaran kuesioner mahasiswa Program Studi Akuntansi Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta atas nama **Trimei Flora Saragib, NPM 200425875** dan **Emmiliana Elisabeth Marietta Sihotang NPM 200425872**, dengan judul penelitian **“Pengaruh Skeptisme Profesional, Komunikasi Interpersonal, Pengalaman Kerja, Tekanan Waktu, dan Beban Kerja terhadap Kemampuan Auditor BPK Perwakilan dalam Mendeteksi Fraud (Studi Empiris pada BPK Perwakilan Provinsi Sumatera Utara)**”, dengan ini kami sampaikan bahwa yang bersangkutan dapat kami terima untuk melaksanakan penelitian melalui penyebaran kuesioner. Kami juga meminta agar hasil dari penelitian tersebut nantinya dapat kami manfaatkan sebagai bagian untuk memperkaya koleksi Perpustakaan BPK Perwakilan Provinsi Sumatera Utara.

Demikian yang dapat kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Kepala Perwakilan,

Edu Oktain Panjaitan, S.E., M.M., Ak., CA., CSFA.
NIP 196910011996031001

LAMPIRAN



Tabulasi Data

| No Resp | Kemampuan Auditor dalam Mendeteksi Fraud | | | | | | | | | | | Total | Mean |
|---------|--|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-------|------|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 | 3.91 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 | 3.91 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 41 | 3.73 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 | 3.91 |
| 11 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 39 | 3.55 |
| 12 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 40 | 3.64 |
| 13 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 | 3.73 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 | 3.91 |
| 16 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 33 | 3.00 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 40 | 3.64 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 20 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 35 | 3.18 |
| 21 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 36 | 3.27 |
| 22 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 | 3.64 |
| 23 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 37 | 3.36 |
| 24 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 2.73 |
| 25 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 36 | 3.27 |
| 26 | 4 | 3 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 40 | 3.64 |
| 27 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 38 | 3.45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 29 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 38 | 3.45 |
| 30 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 38 | 3.45 |
| 31 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 39 | 3.55 |
| 32 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 39 | 3.55 |
| 33 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 40 | 3.64 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 37 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 31 | 2.82 |
| 38 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 39 | 3.55 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 40 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 | 3.64 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 42 | 4 | 4 | 4 | 1 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 31 | 2.82 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 46 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 39 | 3.55 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 42 | 3.82 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 49 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 39 | 3.55 |
| 50 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 38 | 3.45 |
| 51 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 40 | 3.64 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 53 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 39 | 3.55 |
| 54 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 40 | 3.64 |
| 55 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 31 | 2.82 |
| 56 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 40 | 3.64 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 60 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 41 | 3.73 |
| 61 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 38 | 3.45 |
| 62 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 36 | 3.27 |
| 63 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 36 | 3.27 |
| 64 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 26 | 2.36 |
| 65 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 39 | 3.55 |
| 66 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 37 | 3.36 |
| 67 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 39 | 3.55 |
| 68 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 41 | 3.73 |
| 69 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 33 | 3.00 |
| 70 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 3.64 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 | 4.00 |
| 72 | 2 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 18 | 1.64 |

| No Resp | Skeptisme Profesional | | | | | | | | | | Total | Mean |
|------------|-----------------------|------|------|------|------|------|------|------|------|-------|-------|------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 |
| 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 37 | 3.70 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 | 3.90 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 | 3.90 |
| 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 34 | 3.40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 | 3.90 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 |
| 8 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 | 3.80 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 31 | 3.10 |
| 10 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 36 | 3.60 |
| 11 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 | 3.40 |
| 12 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 35 | 3.50 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 35 | 3.50 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 |
| 15 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 38 | 3.80 |
| 16 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 31 | 3.10 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|------|------|
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 38 | 3.80 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 |
| 20 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 27 | 2.70 | |
| 21 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 32 | 3.20 | |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 | |
| 23 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 35 | 3.50 | |
| 24 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 25 | 2.50 | |
| 25 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 34 | 3.40 | |
| 26 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 | 3.90 | |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 31 | 3.10 | |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 33 | 3.30 | |
| 30 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 35 | 3.50 | |
| 31 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 37 | 3.70 | |
| 32 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 36 | 3.60 | |
| 33 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 | |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 | |
| 38 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 35 | 3.50 | |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 32 | 3.20 | |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 42 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 33 | 3.30 | |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 45 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 36 | 3.60 | |
| 46 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 35 | 3.50 | |
| 47 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 37 | 3.70 | |
| 48 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 34 | 3.40 | |
| 49 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 35 | 3.50 | |
| 50 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 35 | 3.50 | |
| 51 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 35 | 3.50 | |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 53 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 | 3.60 | |
| 54 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 | 3.60 | |
| 55 | 4 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 21 | 2.10 | |
| 56 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 | 3.00 | |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 | |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 3.00 | |
| 60 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 | 3.60 | |
| 61 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 36 | 3.60 | |
| 62 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 | 3.60 | |
| 63 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 33 | 3.30 | |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|------|
| 64 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 1 | 33 | 3.30 |
| 65 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 35 | 3.50 |
| 66 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 35 | 3.50 |
| 67 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 35 | 3.50 |
| 68 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 35 | 3.50 |
| 69 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 36 | 3.60 |
| 70 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 37 | 3.70 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4.00 |
| 72 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 12 | 1.20 |

| No Resp | Komunikasi Interpersonal | | | | | | | | | Total | Mean |
|------------|--------------------------|------|------|------|------|------|------|------|------|-------|------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 | 3.78 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 33 | 3.67 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 | 3.89 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 33 | 3.67 |
| 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 30 | 3.33 |
| 6 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 32 | 3.56 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 9 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 33 | 3.67 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| 11 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 33 | 3.67 |
| 12 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 30 | 3.33 |
| 13 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 30 | 3.33 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 15 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 33 | 3.67 |
| 16 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 28 | 3.11 |
| 17 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 33 | 3.67 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 19 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 26 | 2.89 |
| 20 | 3 | 2 | 2 | 3 | 1 | 2 | 4 | 3 | 3 | 23 | 2.56 |
| 21 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 30 | 3.33 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 29 | 3.22 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 | 3.33 |
| 24 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 24 | 2.67 |
| 25 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 27 | 3.00 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 27 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 29 | 3.22 |
| 28 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 | 3.56 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 28 | 3.11 |
| 30 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 31 | 3.44 |
| 31 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 32 | 3.56 |
| 32 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 30 | 3.33 |
| 33 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 29 | 3.22 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|------|------|
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 26 | 2.89 | |
| 38 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 32 | 3.56 | |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 40 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 29 | 3.22 | |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 42 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 26 | 2.89 | |
| 43 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 32 | 3.56 | |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 45 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 30 | 3.33 | |
| 46 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 34 | 3.78 | |
| 47 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 33 | 3.67 | |
| 48 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 31 | 3.44 | |
| 49 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 32 | 3.56 | |
| 50 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 | 3.56 | |
| 51 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 | 3.67 | |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 53 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 | 3.78 | |
| 54 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 34 | 3.78 | |
| 55 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 24 | 2.67 | |
| 56 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 32 | 3.56 | |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 28 | 3.11 | |
| 60 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 33 | 3.67 | |
| 61 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 32 | 3.56 | |
| 62 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 29 | 3.22 | |
| 63 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 30 | 3.33 | |
| 64 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 | 3.56 | |
| 65 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 32 | 3.56 | |
| 66 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 33 | 3.67 | |
| 67 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 1 | 4 | 30 | 3.33 | |
| 68 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 33 | 3.67 | |
| 69 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 31 | 3.44 | |
| 70 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 32 | 3.56 | |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 | |

| No Resp | Pengalaman Kerja | | | | | | | | | Total | Mean |
|------------|------------------|------|------|------|------|------|------|------|------|-------|------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 30 | 3.33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 | 3.89 |

| | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|------|
| 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 33 | 3.67 |
| 5 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 28 | 3.11 |
| 6 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 34 | 3.78 |
| 7 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 26 | 2.89 |
| 8 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 34 | 3.78 |
| 9 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 28 | 3.11 |
| 10 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 29 | 3.22 |
| 11 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 32 | 3.56 |
| 13 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 | 3.11 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 15 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 29 | 3.22 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 26 | 2.89 |
| 17 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 31 | 3.44 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 19 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 26 | 2.89 |
| 20 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 3 | 24 | 2.67 |
| 21 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 28 | 3.11 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 26 | 2.89 |
| 23 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 30 | 3.33 |
| 24 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 24 | 2.67 |
| 25 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 1 | 3 | 29 | 3.22 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 33 | 3.67 |
| 27 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 1 | 4 | 30 | 3.33 |
| 28 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 1 | 3 | 28 | 3.11 |
| 29 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 26 | 2.89 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 | 3.67 |
| 31 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 32 | 3.56 |
| 32 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 33 | 3.67 |
| 33 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 31 | 3.44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| 38 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 31 | 3.44 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 28 | 3.11 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 42 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 31 | 3.44 |
| 43 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 33 | 3.67 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 45 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 28 | 3.11 |
| 46 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 34 | 3.78 |
| 47 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 | 3.67 |
| 48 | 4 | 3 | 3 | 4 | 4 | 3 | 1 | 3 | 3 | 28 | 3.11 |

| | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|------|
| 49 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 32 | 3.56 |
| 50 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 33 | 3.67 |
| 51 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 32 | 3.56 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 53 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 | 3.78 |
| 54 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 32 | 3.56 |
| 55 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 | 2.11 |
| 56 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 30 | 3.33 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 59 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 30 | 3.33 |
| 60 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 | 3.67 |
| 61 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 | 3.44 |
| 62 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 32 | 3.56 |
| 63 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 30 | 3.33 |
| 64 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 4 | 28 | 3.11 |
| 65 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 | 3.78 |
| 66 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 33 | 3.67 |
| 67 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 30 | 3.33 |
| 68 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 34 | 3.78 |
| 69 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 32 | 3.56 |
| 70 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 29 | 3.22 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| 72 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 14 | 1.56 |

| No Resp | Beban Kerja | | | | | | | | Total | Mean |
|------------|-------------|------|------|------|------|------|------|------|-------|------|
| | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | | |
| 1 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 29 | 3.63 |
| 2 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 27 | 3.38 |
| 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 30 | 3.75 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 30 | 3.75 |
| 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 26 | 3.25 |
| 6 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 3 | 27 | 3.38 |
| 7 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 8 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 | 3.63 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 3.88 |
| 11 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 | 3.75 |
| 12 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 27 | 3.38 |
| 13 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 23 | 2.88 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 15 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 26 | 3.25 |
| 16 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 23 | 2.88 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|------|
| 17 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 25 | 3.13 |
| 18 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 | 2.88 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 | 2.88 |
| 20 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 21 | 2.63 |
| 21 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 26 | 3.25 |
| 22 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 22 | 2.75 |
| 23 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 28 | 3.50 |
| 24 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 | 3.13 |
| 25 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 | 2.88 |
| 26 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 30 | 3.75 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 | 3.75 |
| 28 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 28 | 3.50 |
| 29 | 3 | 4 | 4 | 4 | 3 | 1 | 3 | 3 | 25 | 3.13 |
| 30 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 28 | 3.50 |
| 31 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 28 | 3.50 |
| 32 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 27 | 3.38 |
| 33 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 26 | 3.25 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 37 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 23 | 2.88 |
| 38 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 27 | 3.38 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 40 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 | 3.25 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 42 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 29 | 3.63 |
| 43 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 29 | 3.63 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 45 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 28 | 3.50 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 | 3.75 |
| 47 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 | 3.75 |
| 48 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 26 | 3.25 |
| 49 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 27 | 3.38 |
| 50 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 28 | 3.50 |
| 51 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 28 | 3.50 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 53 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 29 | 3.63 |
| 54 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 28 | 3.50 |
| 55 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 22 | 2.75 |
| 56 | 4 | 3 | 4 | 1 | 4 | 3 | 3 | 3 | 25 | 3.13 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 59 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 28 | 3.50 |
| 60 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 | 3.75 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|------|
| 61 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 28 | 3.50 |
| 62 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 26 | 3.25 |
| 63 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 | 3.38 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 65 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 28 | 3.50 |
| 66 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 28 | 3.50 |
| 67 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 28 | 3.50 |
| 68 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 30 | 3.75 |
| 69 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 28 | 3.50 |
| 70 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 28 | 3.50 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 72 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 17 | 2.13 |



LAMPIRAN



Hasil Uji Validitas

1. Kemampuan Auditor dalam Mendeteksi *Fraud*

| Correlations | | | | | | | | | | | | | Kemampuan Auditor dalam Mendeteksi Fraud |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | | |
| Y1 | Pearson Correlation | 1 | .574** | .542** | .109 | .242* | .263* | .156 | .356** | .503** | .575** | .417** | .605** |
| | Sig. (2-tailed) | | <,001 | <,001 | .363 | .041 | .026 | .192 | .002 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y2 | Pearson Correlation | .574** | 1 | .578** | .100 | .206 | .446** | .229 | .391** | .427** | .601** | .384** | .646** |
| | Sig. (2-tailed) | <,001 | | <,001 | .405 | .083 | <,001 | .053 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y3 | Pearson Correlation | .542** | .578** | 1 | .323** | .437** | .430** | .391** | .508** | .301* | .521** | .420** | .731** |
| | Sig. (2-tailed) | <,001 | <,001 | | .006 | <,001 | <,001 | <,001 | <,001 | .010 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y4 | Pearson Correlation | .109 | .100 | .323** | 1 | .608** | .423** | .566** | .466** | .216 | .229 | .215 | .593** |
| | Sig. (2-tailed) | .363 | .405 | .006 | | <,001 | <,001 | <,001 | <,001 | .068 | .053 | .069 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y5 | Pearson Correlation | .242* | .206 | .437** | .608** | 1 | .659** | .592** | .616** | .281* | .287* | .342** | .724** |
| | Sig. (2-tailed) | .041 | .083 | <,001 | <,001 | | <,001 | <,001 | <,001 | .017 | .015 | .003 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y6 | Pearson Correlation | .263* | .446** | .430** | .423** | .659** | 1 | .567** | .611** | .352** | .292* | .323** | .736** |
| | Sig. (2-tailed) | .026 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | .002 | .013 | .006 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y7 | Pearson Correlation | .156 | .229 | .391** | .566** | .592** | .567** | 1 | .622** | .270* | .368** | .448** | .720** |
| | Sig. (2-tailed) | .192 | .053 | <,001 | <,001 | <,001 | <,001 | | <,001 | .022 | .001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y8 | Pearson Correlation | .356** | .391** | .508** | .466 | .616** | .611** | .622** | 1 | .393** | .446** | .436** | .802** |

| | | | | | | | | | | | | | |
|---|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Sig. (2-tailed) | .002 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y9 | Pearson Correlation | .503 ** | .427 ** | .301 * | .216 | .281 * | .352 ** | .270 * | .393 ** | 1 | .362 ** | .374 ** | .566 ** |
| | Sig. (2-tailed) | <,001 | <,001 | .010 | .068 | .017 | .002 | .022 | <,001 | | .002 | .001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y10 | Pearson Correlation | .575 ** | .601 ** | .521 ** | .229 | .287 * | .292 * | .368 ** | .446 ** | .362 ** | 1 | .521 ** | .682 ** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .053 | .015 | .013 | .001 | <,001 | .002 | | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Y11 | Pearson Correlation | .417 ** | .384 ** | .420 ** | .215 | .342 ** | .323 ** | .448 ** | .436 ** | .374 ** | .521 ** | 1 | .639 ** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .069 | .003 | .006 | <,001 | <,001 | .001 | <,001 | | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Kemampuan Audit dalam Mendekripsi Fraud | Pearson Correlation | .605 ** | .646 ** | .731 ** | .593 ** | .724 ** | .736 ** | .720 ** | .802 ** | .566 ** | .682 ** | .639 ** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

2. Skeptisme Profesional

| Correlations | | | | | | | | | | | | | |
|--------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|--|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | | |
| X1.1 | Pearson Correlation | 1 | .576 ** | .325 ** | .456 ** | .628 ** | .484 ** | .542 ** | .589 ** | .472 ** | .408 ** | | |
| | Sig. (2-tailed) | | <,001 | .005 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | | |
| X1.2 | Pearson Correlation | .576 ** | 1 | .440 ** | .652 ** | .695 ** | .583 ** | .635 ** | .579 ** | .441 ** | .469 ** | | |
| | Sig. (2-tailed) | <,001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | | |
| X1.3 | Pearson Correlation | .325 ** | .440 ** | 1 | .387 ** | .535 ** | .497 ** | .551 ** | .348 ** | .419 ** | .454 ** | | |

| | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .005 | <,001 | | <,001 | <,001 | <,001 | <,001 | .003 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.4 | Pearson Correlation | .456** | .652** | .387** | 1 | .636** | .495** | .645** | .632** | .542** | .446** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.5 | Pearson Correlation | .628** | .695** | .535** | .636** | 1 | .567** | .619** | .593** | .494** | .363** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 | .002 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.6 | Pearson Correlation | .484** | .583** | .497** | .495** | .567** | 1 | .613** | .559** | .679** | .483** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.7 | Pearson Correlation | .542** | .635** | .551** | .645** | .619** | .613** | 1 | .612** | .520** | .556** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.8 | Pearson Correlation | .589** | .579** | .348** | .632** | .593** | .559** | .612** | 1 | .534** | .378** |
| | Sig. (2-tailed) | <,001 | <,001 | .003 | <,001 | <,001 | <,001 | <,001 | | <,001 | .001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.9 | Pearson Correlation | .472** | .441** | .419** | .542** | .494** | .679** | .520** | .534** | 1 | .353** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | .002 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X1.10 | Pearson Correlation | .408** | .469** | .454** | .446** | .363** | .483** | .556** | .378** | .353** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | .002 | <,001 | <,001 | .001 | .002 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

**. Correlation is significant at the 0.01 level (2-tailed).

3. Komunikasi Interpersonal

| Correlations | | | | | | | | | | | |
|--------------|---------------------|-------|-------|--------|--------|--------|--------|--------|------|--------|--------------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | Komunikasi Interpersonal |
| X2.1 | Pearson Correlation | 1 | .284* | .401** | .361** | .391** | .419** | .451** | .069 | .314** | .622** |
| | Sig. (2-tailed) | | .016 | <,001 | .002 | <,001 | <,001 | <,001 | .564 | .007 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.2 | Pearson Correlation | .284* | 1 | .425** | .364** | .482** | .487** | .266* | .188 | .311** | .671** |
| | Sig. (2-tailed) | .016 | | <,001 | .002 | <,001 | <,001 | .024 | .115 | .008 | <,001 |

| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
|--------------------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| X2.3 | Pearson Correlation | .401 ** | .425 ** | 1 | .250 * | .435 ** | .429 ** | .158 | .262 * | .309 ** | .639 ** |
| | Sig. (2-tailed) | <,001 | <,001 | | .035 | <,001 | <,001 | .186 | .026 | .008 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.4 | Pearson Correlation | .361 ** | .364 ** | .250 * | 1 | .500 ** | .557 ** | .221 | .108 | .395 ** | .647 ** |
| | Sig. (2-tailed) | .002 | .002 | .035 | | <,001 | <,001 | .062 | .368 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.5 | Pearson Correlation | .391 ** | .482 ** | .435 ** | .500 ** | 1 | .547 ** | .100 | .214 | .515 ** | .753 ** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | | <,001 | .401 | .071 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.6 | Pearson Correlation | .419 ** | .487 ** | .429 ** | .557 ** | .547 ** | 1 | .233 * | .181 | .489 ** | .760 ** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | | .049 | .129 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.7 | Pearson Correlation | .451 ** | .266 * | .158 | .221 | .100 | .233 * | 1 | .097 | .312 ** | .460 ** |
| | Sig. (2-tailed) | <,001 | .024 | .186 | .062 | .401 | .049 | | .418 | .008 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.8 | Pearson Correlation | .069 | .188 | .262 * | .108 | .214 | .181 | .097 | 1 | .282 * | .459 ** |
| | Sig. (2-tailed) | .564 | .115 | .026 | .368 | .071 | .129 | .418 | | .016 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X2.9 | Pearson Correlation | .314 ** | .311 ** | .309 ** | .395 ** | .515 ** | .489 ** | .312 ** | .282 * | 1 | .688 ** |
| | Sig. (2-tailed) | .007 | .008 | .008 | <,001 | <,001 | <,001 | .008 | .016 | | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Komunikasi Interpersonal | Pearson Correlation | .622 ** | .671 ** | .639 ** | .647 ** | .753 ** | .760 ** | .460 ** | .459 ** | .688 ** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

4. Pengalaman Kerja

| Correlations | | | | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------------------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | Pengalama n Kerja |
| X3.1 | Pearson Correlation | 1 | .553** | .493** | .518** | .343** | .418** | .424** | .470** | .564** | .749** |
| | Sig. (2-tailed) | | <,001 | <,001 | <,001 | ,003 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.2 | Pearson Correlation | .553** | 1 | .419** | .522** | .279* | .514** | .632** | .437** | .598** | .775** |
| | Sig. (2-tailed) | <,001 | | <,001 | <,001 | ,018 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.3 | Pearson Correlation | .493** | .419** | 1 | .560** | .287* | .420** | .439** | ,159 | .444** | .642** |
| | Sig. (2-tailed) | <,001 | <,001 | | <,001 | ,014 | <,001 | <,001 | ,183 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.4 | Pearson Correlation | .518** | .522** | .560** | 1 | .448** | .314** | .384** | .379** | .540** | .728** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | | <,001 | ,007 | <,001 | ,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.5 | Pearson Correlation | .343** | .279* | .287* | .448** | 1 | .352** | .177 | .371** | .397** | .605** |
| | Sig. (2-tailed) | ,003 | ,018 | ,014 | <,001 | | ,002 | ,136 | ,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.6 | Pearson Correlation | .418** | .514** | .420** | .314** | .352** | 1 | .481** | .456** | .463** | .703** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | ,007 | ,002 | | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.7 | Pearson Correlation | .424** | .632** | .439** | .384** | .177 | .481** | 1 | .253* | .414** | .659** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | ,136 | <,001 | | ,032 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X3.8 | Pearson Correlation | .470** | .437** | ,159 | .379** | .371** | .456** | .253* | 1 | .429** | .666** |
| | Sig. (2-tailed) | <,001 | <,001 | ,183 | ,001 | ,001 | <,001 | ,032 | | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

| | | | | | | | | | | | |
|------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X3.9 | Pearson Correlation | .564** | .598** | .444** | .540** | .397** | .463** | .414** | .429** | 1 | .762** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Pengalaman Kerja | Pearson Correlation | .749** | .775** | .642** | .728** | .605** | .703** | .659** | .666** | .762** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

5. Beban Kerja

| Correlations | | | | | | | | | | |
|--------------|---------------------|-------|--------|--------|-------|--------|--------|--------|--------|-------------|
| | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | Beban Kerja |
| X4.1 | Pearson Correlation | 1 | .229 | .252* | .106 | .489** | .237* | .397** | .241* | .568** |
| | Sig. (2-tailed) | | .053 | .033 | .376 | <,001 | .045 | <,001 | .042 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.2 | Pearson Correlation | .229 | 1 | .611** | .301* | .390** | .371** | .410** | .419** | .706** |
| | Sig. (2-tailed) | .053 | | <,001 | .010 | <,001 | .001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.3 | Pearson Correlation | .252* | .611** | 1 | .240* | .500** | .475** | .279* | .457** | .723** |
| | Sig. (2-tailed) | .033 | <,001 | | .042 | <,001 | <,001 | .017 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.4 | Pearson Correlation | .106 | .301* | .240* | 1 | .176 | .195 | .099 | .248* | .500** |
| | Sig. (2-tailed) | .376 | .010 | .042 | | .138 | .101 | .406 | .035 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

| | | | | | | | | | | |
|-------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X4.5 | Pearson Correlation | .489** | .390** | .500** | .176 | 1 | .430** | .514** | .454** | .754** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .138 | | <,001 | <,001 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.6 | Pearson Correlation | .237* | .371** | .475** | .195 | .430** | 1 | .204 | .429** | .651** |
| | Sig. (2-tailed) | .045 | .001 | <,001 | .101 | <,001 | | .086 | <,001 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.7 | Pearson Correlation | .397** | .410** | .279* | .099 | .514** | .204 | 1 | .341** | .612** |
| | Sig. (2-tailed) | <,001 | <,001 | .017 | .406 | <,001 | .086 | | .003 | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| X4.8 | Pearson Correlation | .241* | .419** | .457** | .248* | .454** | .429** | .341** | 1 | .672** |
| | Sig. (2-tailed) | .042 | <,001 | <,001 | .035 | <,001 | <,001 | .003 | | <,001 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |
| Beban Kerja | Pearson Correlation | .568** | .706** | .723** | .500** | .754** | .651** | .612** | .672** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 | 72 |

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

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Hasil Uji Reliabilitas

1. Kemampuan Auditor dalam Mendeteksi *Fraud*

| Case Processing Summary | | |
|-------------------------|-----------------------|----|
| | N | % |
| Cases | Valid | 72 |
| | Excluded ^a | 0 |
| | Total | 72 |

a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .882 | 11 |

2. Skeptisme Profesional

| Case Processing Summary | | |
|-------------------------|-----------------------|----|
| | N | % |
| Cases | Valid | 72 |
| | Excluded ^a | 0 |
| | Total | 72 |

a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .915 | 10 |

3. Komunikasi Interpersonal

| Case Processing Summary | | |
|-------------------------|-----------------------|----|
| | N | % |
| Cases | Valid | 72 |
| | Excluded ^a | 0 |
| | Total | 72 |

a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics | | |
|------------------------|------------|--|
| Cronbach's Alpha | N of Items | |
| .809 | 9 | |

4. Pengalaman Kerja

| Case Processing Summary | | |
|---|-----------------------|----|
| | N | % |
| Cases | Valid | 72 |
| | Excluded ^a | 0 |
| | Total | 72 |
| a. Listwise deletion based on all variables in the procedure. | | |

| Reliability Statistics | | |
|------------------------|------------|--|
| Cronbach's Alpha | N of Items | |
| .859 | 9 | |

5. Beban Kerja

| Case Processing Summary | | |
|---|-----------------------|----|
| | N | % |
| Cases | Valid | 72 |
| | Excluded ^a | 0 |
| | Total | 72 |
| a. Listwise deletion based on all variables in the procedure. | | |

| Reliability Statistics | | |
|------------------------|------------|--|
| Cronbach's Alpha | N of Items | |
| .789 | 8 | |

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Hasil Uji Statistik Deskriptif

| Descriptive Statistics | | | | | |
|--|----|---------|---------|--------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| Kemampuan Auditor dalam Mendeteksi Fraud | 72 | 1.64 | 4.00 | 3.5437 | .45459 |
| Skeptisme Profesional | 72 | 1.20 | 4.00 | 3.4681 | .47968 |
| Komunikasi Interpersonal | 72 | 2.70 | 4.00 | 3.4708 | .36979 |
| Pengalaman Kerja | 72 | 1.56 | 4.00 | 3.4201 | .45868 |
| Beban Kerja | 72 | 2.13 | 4.00 | 3.4410 | .39702 |
| Valid N (listwise) | 72 | | | | |



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Hasil Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test | | |
|--|-------------------------|-------------------------|
| | | Unstandardized Residual |
| N | | 72 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .29193939 |
| Most Extreme Differences | Absolute | .103 |
| | Positive | .103 |
| | Negative | -.088 |
| Test Statistic | | .103 |
| Asymp. Sig. (2-tailed) ^c | | .055 |
| Monte Carlo Sig. (2-tailed) ^d | Sig. | .053 |
| | 99% Confidence Interval | |
| | Lower Bound | .048 |
| | Upper Bound | .059 |

a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.
 d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

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Hasil Uji Multikolinearitas

| Model | | Coefficients ^a | | | | | | |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .944 | .350 | | 2.701 | .009 | | |
| | Skeptisme Profesional | .654 | .159 | .690 | 4.122 | <,001 | .220 | 4.553 |
| | Komunikasi Interpersonal | .086 | .176 | .070 | .487 | .628 | .299 | 3.340 |
| | Pengalaman Kerja | .070 | .189 | .071 | .369 | .713 | .169 | 5.930 |
| | Beban Kerja | -.060 | .183 | -.053 | -.330 | .743 | .241 | 4.146 |

a. Dependent Variable: Kemampuan Auditor dalam Mendeteksi Fraud

| Collinearity Diagnostics ^a | | | | | | | |
|---------------------------------------|-----------|------------|-----------------|----------------------|-----------------------|--------------------------|------------------|
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| | | | | (Constant) | Skeptisme Profesional | Komunikasi Interpersonal | Pengalaman Kerja |
| 1 | 1 | 4.981 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .011 | 20.940 | .63 | .06 | .00 | .03 |
| | 3 | .003 | 38.985 | .21 | .58 | .08 | .00 |
| | 4 | .003 | 43.481 | .16 | .02 | .84 | .20 |
| | 5 | .002 | 51.641 | .01 | .35 | .08 | .76 |

a. Dependent Variable: Kemampuan Auditor dalam Mendeteksi Fraud

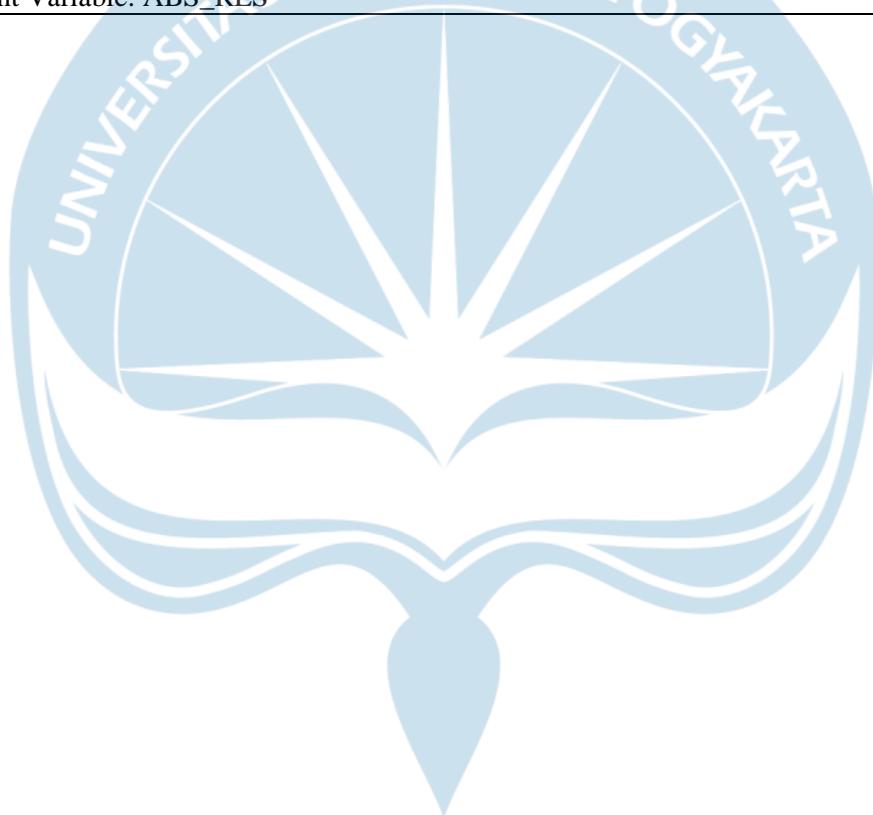
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Hasil Uji Heteroskedastisitas

| | | Coefficients ^a | | | | |
|-------|--------------------------|-----------------------------|------------|---------------------------|--------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | | | |
| 1 | (Constant) | .802 | .223 | | 3.590 | <.001 |
| | Skeptisme Profesional | .010 | .101 | .023 | .097 | .923 |
| | Komunikasi Interpersonal | -.111 | .113 | -.201 | -.984 | .329 |
| | Pengalaman Kerja | -.201 | .121 | -.451 | -1.658 | .102 |
| | Beban Kerja | .129 | .117 | .251 | 1.104 | .273 |

a. Dependent Variable: ABS_RES



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Hasil Uji Analisis Linear Berganda

| Model Summary ^b | | | | |
|---|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .767 ^a | .588 | .563 | .30053 |
| a. Predictors: (Constant), Beban Kerja, Skeptisme Profesional, Komunikasi Interpersonal, Pengalaman Kerja | | | | |
| b. Dependent Variable: Kemampuan Auditor dalam Mendeteksi Fraud | | | | |

| ANOVA ^a | | | | | | |
|---|------------|----------------|----|-------------|--------|--------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 8.621 | 4 | 2.155 | 23.863 | <.001 ^b |
| | Residual | 6.051 | 67 | .090 | | |
| | Total | 14.672 | 71 | | | |
| a. Dependent Variable: Kemampuan Auditor dalam Mendeteksi Fraud | | | | | | |
| b. Predictors: (Constant), Beban Kerja, Skeptisme Profesional, Komunikasi Interpersonal, Pengalaman Kerja | | | | | | |

| Coefficients ^a | | | | | | |
|---|--------------------------|-----------------------------|------------|-------|-------|-------|
| Model | | Unstandardized Coefficients | | Beta | t | Sig. |
| | | B | Std. Error | | | |
| 1 | (Constant) | .944 | .350 | | 2.701 | .009 |
| | Skeptisme Profesional | .654 | .159 | .690 | 4.122 | <.001 |
| | Komunikasi Interpersonal | .086 | .176 | .070 | .487 | .628 |
| | Pengalaman Kerja | .070 | .189 | .071 | .369 | .713 |
| | Beban Kerja | -.060 | .183 | -.053 | -.330 | .743 |
| a. Dependent Variable: Kemampuan Auditor dalam Mendeteksi Fraud | | | | | | |