SUMMARY

ENDAH WAHYUNINGTYAS. The Influence of Competence and Enhancement of Welfare to The Auditors Performance in Audit Board of Republic of Indonesia. Supervised by MUSA HUBEIS and DADANG SUKANDAR.

As a system of human resources management (HRM), performance management has an important role in an organization, since it can describe the achievement of working performance of the employee and organization. Every organization requires qualified and professional human resources on their field of work, so that with the good performance management, an organization is able to plan, select, evaluate, and develop its employee in order to achieve its expected vision, mission, and objectives.

The assessment of auditors performance is one of the important part in human resources management in Audit Board of Republic of Indonesia (BPK). With the assessment of auditors performance, management is able to determine factors which drive the enhancement of the most effective of auditors performance. In assessing auditors performance, BPK uses several factors such as knowledge, training, behavior competence, and technical competence. In its strategic planning 2011-2015, BPK tries to increase the effectiveness of human resources management and evaluates performance of its employee by implementing performance based competence consistently and comprehensively. Yet, in practice, performance assessment is still limited to the audit assignment, and it has not been implemented to assess the daily activity of auditors. As one of pilot project of the bureaucracy reform in government, BPK also tries to increase the welfare of its employee by giving incentives for the employee. This incentives is expected to increase the individual performance of employee. Based on that fact, this research tries to analyze factors that influence the auditors performance. Furthermore, this research tries to measure the magnitude of the influence of competence which comprises of education, knowledge, training, working experience, behavior competence, technical competence, and welfare component like basic salary, remuneration, audit fee to the auditors performance. The results of the research will be formulated to determine the most significant factors which influence auditors performance in BPK.

This research obtains data and information by interview and questionnaire. The data and information is analyzed by descriptive and sampling technique with Stratified random Sampling, also use riset method with multivariate regression analysis to determine whether there is significant/obvious influence of competence and welfare to the auditors performance. The research shows that auditors performance is influenced positively by competence factors like knowledge, work experience, behavior competence, and technical competence. Whilst, welfare does not have obvious influence to the auditors performance. Based on interviews, welfare does not have significance influence, since the level of welfare is only determined by the job grade or functional role of auditors. Welfare has not been determine by workload and achievement of auditors performance.

This research can be developed by further research by adding other component in welfare component as intervening variable such as job satisfaction,
job motivation or auditors workload as influencing factors. Further research can also be recommended to find other factors other than competence and welfare which can increase auditors performance.

Keywords: Audit Board of Republic of Indonesia, Welfare, Auditor Performance, Competence