

# The Impact of Human Resources on the Rectorate of Universitas Hasanuddin Financial Performance

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## ABSTRACT

*The purpose of this study was to analyze and determine the influence and role of human resources on the quality of financial performance at the Rectorate of Accounting and Finance at Universitas Hasanuddin, Makassar. Quantitative research method with analysis using SPSS 25 and purposive sampling of 62 respondents. The results showed that the nature of responsibility and the provision of training to improve the quality of human resources had a positive and significant effect on the quality of financial performance, that roles and functions were varied, and that training materials tailored to the needs of financial staff played a key role in improving the quality of financial performance in the Rectorate of Accounting and Finance at Universitas Hasanuddin Makassar.*

## INTRODUCTION

The quality of education in tertiary institutions is not only related to technical issues, but both related to planning, funding, efficiency, and effectiveness of the implementation of the education system itself. One of the things that can be done to realize quality education is by thoroughly and professionally managing the resources in a tertiary institution. The achievement of success in an institution is greatly influenced by its human resources, namely the role of employees who can carry out their duties and responsibilities, both in terms of quality and quantity (Ariesta, 2013 and Ariani, 2017). Apart from being linked to human resources, economics education is also able to explain the level of efficiency of a higher education institution.

Transparency and good accountability must always be upheld in a financial management system based on accounting principles, including the implementation of internal and external audits determined by a university. It is the same as state universities which should carry out their financial management in accordance with the established rules. Currently there are two categories of state universities related to their financial management, namely Universities as Public Service Agencies (BLU) and Universities as State Owned Legal Entities (BHMN) (Sidiq et al., 2015).

According to Suryono (2001; 8), college financial reports are currently only revenue and expenditure reports. This report is prepared with two sides, namely the receiving side and the spending side. The revenue side is obtained from the government, community, or other sources. The expenditure side is generally used for routine expenses such as lecturer salaries, spending on goods, maintenance of facilities and infrastructure and development costs for professional development, student development,

procurement of new facilities and infrastructure for other investments in improving the teaching and learning process. The financial performance of a company is said to be good if what is planned is in accordance with the level of achievement in relation to financial management so that the vision and mission can be carried out properly.

To be able to produce quality financial reports, it requires the competence of supporting human resources who have the ability at the individual, organizational/institutional, and system levels to carry out their functions or authority to achieve their goals effectively and efficiently. The formulation of the problem raised based on the description above is the role of human resources in improving the quality of financial performance of universities at Universitas Hasanuddin Makassar, with the aim of analyzing and describing the quality of financial performance through the role of human resources.

## RESEARCH METHOD

The method used in this study is a quantitative research method that has an associative level of explanation, namely research based on the number of objects studied, which are specifically designed to identify certain objects or really focus on predetermined samples, while data collection will be carried out through surveys. The questionnaire was delivered and taken by the researcher himself to the accounting/finance section of Universitas Hasanuddin Makassar's Rectorate on the third floor. The researcher also conducted question-and-answer interviews with respondents who were willing to be interviewed regarding the condition of human resources, information technology, and accounting internal control in the respondent's work unit.

The population in the study were all financial management employees who worked at the Finance Section of Universitas Hasanuddin. While the selection of samples using purposive sampling method. The number of respondents used was 62 respondents. The data collection technique in this study is to use a questionnaire. Delivery of questionnaires is done in a direct way. The consideration underlying the field survey was the low response from the sample in this study in providing answers if a mail survey was conducted.

The analysis used is "multiple linear regression" analysis to determine the relationship between the independent variables and the dependent variable directly. Independent variables and dependent variables and their relationships are presented in the regression equation as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \beta_7 X_7 + \beta_8 X_8 + \epsilon$$

By hypothesis:

H0:  $\beta = 0$  and H1:  $\beta \neq 0$

Information:

$\beta_0$	= Constant regression coefficient
$\beta_{1,2,3,4,5,6,7,8}$	= Regression coefficient of each proxy
Y	= Quality of Financial Statements
X1	= Understanding of roles and functions
X2	= Appropriateness of tasks and functions
X3	= Availability of guidelines on tasks and functions
X4	= Have Receive training
X5	= Understanding the results of the training
X6	= Training materials as needed
X7	= Have experience

X8 = Special experience in accounting  
 € = errors

Testing the hypothesis and calculating the coefficient values contained in this model along with the value of R<sup>2</sup> (coefficient of determination) using Microsoft Excel.

## RESULTS AND DISCUSSION

In this study the hypothesis was proposed to determine whether there is an effect of the quality of human resources on the quality of financial performance at Universitas Hasanuddin, Makassar. Hypothesis testing and multiple regression results are given as follows:

**Table 1. Results of analysis of variance**

<i>Source</i>	<i>Df</i>	<i>SS</i>	<i>Ms</i>	<i>F</i>	<i>Significance F</i>
Regression	8	16.30514	2.038142	9.951717	2.5E-08
Residual	53	10.85456	0.204803		
Total	61	27.1597			

*Source: SPSS Data Processing (2022)*

Table 1 shows that the regression equation built is sufficient to explain the effect of the independent variable (X) on the dependent variable (Y) which is characterized by a very small p-value (Significance F), much smaller than 0.01. It also indicates that at least one of the values  $\beta_{1,2,3,4,5,6,7,8}$  has a significant (or no zero) effect. In other words  $H_1: \beta \neq 0$  acceptable.

The R<sup>2</sup> value of the regression equation obtained is also relatively good, namely 0.6 as can be seen in the following analysis results:

**Table 2. The R<sup>2</sup> value of the built regression equation.**

<i>Regression Statistics</i>	
multiple R	0.774818
R Square	0.600343
Adjusted R Square	0.540017
Standard Error	0.452552
Observations	62

*Source: SPSS Data Processing (2022)*

Subsequent tests were carried out to see which independent variable (X<sub>1,2,,8</sub>) had the strongest influence on the independent variable Y which reflects financial performance. The results of the analysis are shown in the following table:

**Table 3.  $\beta_{1,2,3,4,5,6,7,8}$  values and their significance level (P-value)**

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stats</i>	<i>P-values</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercepts	2.495075	0.445052	5.606254	<b><u>7.6E-07</u></b>	1.602413	3.387736	1.602413	3.387736
X1	0.16234	0.075169	2.15968	<b><u>0.035341</u></b>	0.011571	0.313109	0.011571	0.313109
X2	0.086287	0.11974	0.720618	0.474311	-0.15388	0.326455	-0.15388	0.326455
X3	0.158211	0.107592	1.470466	0.147348	-0.05759	0.374014	-0.05759	0.374014
X4	<b>-0.01941</b>	0.0913	-0.21257	0.832478	-0.20253	0.163716	-0.20253	0.163716
X5	0.048179	0.110209	0.437162	0.66377	-0.17287	0.26923	-0.17287	0.26923
X6	0.204313	0.090822	2.249609	<b><u>0.028651</u></b>	0.022148	0.386479	0.022148	0.386479
X7	<b>-0.09936</b>	0.078311	-1.26879	0.210061	-0.25643	0.057712	-0.25643	0.057712
X8	0.055768	0.065326	0.853686	0.397121	-0.07526	0.186794	-0.07526	0.186794

Source: SPSS Data Processing (2022)

From Table 3 based on the P-value, the variables X1 and X6 (Understanding of roles and functions, and training materials according to needs) are the dominant variables that influence the built regression equation. Likewise, the intercept value  $\beta_0$  cannot be ignored because it has a small significant P-value.

Unlike the case with the coefficient values of the other X variables, the coefficient values for the variables X4 and X7 (have received training, and have experience) which is negative gives an indication that an increase in the value of the two variables will reduce the value of the dependent variable Y. This indicates that even though the P-value of the variables X2, 3, 5, 8 is not significant, the coefficient is positive it will still have an impact positive for the value of the dependent variable Y. Therefore, these four variables still deserve to be included as estimating variables, even though their impact is not as dominant as X1 and X6.

## CONCLUSION

Based on the results of the research and discussion above, the researcher can conclude that human resources significantly affect the quality of financial performance at Universitas Hasanuddin. This shows that the better the quality of human resources, the better the quality of financial performance at Universitas Hasanuddin. Variable understanding of roles and functions, and training material according to needs obtained by Universitas Hasanuddin financial staff plays a key role in improving the quality of financial performance.

## Suggestions

Providing work motivation to human resources is very important to achieve high quality financial performance in a tertiary institution. With this increasingly fierce competition, tertiary education staff should increase their sense of responsibility such as giving assignments or jobs according to their abilities. Providing opportunities for human resources to increase their knowledge and abilities by providing opportunities to attend training.

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