

Determinants of financial reporting quality moderated by compensation: evidence from Nagari-owned enterprises

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Abstract

Purpose – This research analyses the influence of accounting application technology, work experience, and educational background on financial report quality moderated by compensation. **Method** – This research used a causally associative approach and a quantitative method. Employees of Nagari-owned enterprises (BUMNag) in West Sumatera province were included in this research. Purposive sampling was used to choose the 99 employees that made up the research sample. Data was analyzed using partial least squares-structural equation modelling (PLS-SEM) with SmartPLS. **Findings** – The results indicate that accounting application technology, work experience, and educational background positively affect the quality of financial reports. However, compensation does not affect the quality of BUMNag's financial reports in West Sumatera province. Compensation can strengthen the effect of accounting application technology and work experience on quality financial reports. However, it cannot moderate the relationship between education background and financial report quality. **Implications** – Theoretically, this study can enrich the literature on factors that influence the quality of financial reports, especially in the context of public sector organizations such as BUMNag. Practically, it can improve the quality of financial reports by developing policies related to the use of accounting technology and improving HR competencies through training and recruitment based on educational background and work experience.

Keywords: accounting application technology, compensation, educational background, work experience.

Introduction

The efforts of governments to achieve sustainable national development include empowering residents to use the resources already available to them to raise the standard of the economy and social justice for all. Development is an activity carried out consciously and continuously to improve quality of life (Aprila, Andriani, and Ananto 2023). Development must place humans at the center of attention, and the development process must benefit all parties. In the social field, development aims to develop community values and attitudes conducive to renewal and nation-building. The economic field refers to increasing capital,



equipment, and skills to mutually support efforts to increase income (Nahara, Miko, and Damsar 2023). Community development, particularly in rural regions, cannot only be done by increasing productivity or not just providing capital but needs to be followed by adjustments to the socioeconomic framework to support the development of community potential through increased roles, productivity and efficiency and increased four accesses, namely access to resources, access to technology, access to markets and access to sources of financing (Muliadi 2021).

According to government regulations of the Republic of Indonesia 11 of 2021 about village-owned enterprises (BUMDes), BUMDes is the legal entity that has various activities to make a profit and provide benefits to village communities. BUMDes is a village tool in the economic movement field characterized by a collective spirit and mutual cooperation to carry out village tasks and village community goals (Sariguna et al. 2024). BUMNag, or most regions in other provinces, known as BUMDes, is one of the important things for implementing appropriate accounting principles, such as implementing and preparing financial reports. Financial accounting standards for non-public accountability must guide the preparation of the BUMNag financial report to provide accurate, reliable and relevant information and quality financial reports (Andriani et al. 2023). A financial report is considered high quality if users can comprehend the information provided in the financial report and help them make decisions, does not give wrong information, and is reliable. Furthermore, a high-quality financial report can be used compared to previous financial reports. Preparing high-quality financial reports can also help with ongoing organizational developments (Visnahu 2023).

Based on early observations, it was discovered that the principle of transparency had not been applied appropriately in the management of BUMNag in West Sumatera and BUMDes in West Nusa Tenggara province because many of the organization's programs were not known to the public, even though they were already in operation. This results from the necessity for BUMNag to inform the public. Next, according to data from the official Nagari website, no financial reports are currently available for the general public to view (Alfatah 2023; Pratama 2023). To answer the question, BUMNag's governance should focus on implementing the transparency principle to information. When correctly managed, a corporate entity can benefit several parties and positively impact community welfare, village development, and other areas (Aeni 2020). As a result of observations, other BUMNag has optimized the website's functionality to publish all BUMNag-related information, including accountability financial reports and initiatives that the organization has carried out.

One indicator of quality financial report measurement in BUMNag is accounting application technology. Financial statements are a tool management uses to hold the public accountable for financial performance (Abdelraheem et al. 2021). In the current technological era, the quality of accountable financial reports requires competent BUMDes administrators in finance, the use of accounting information systems, and good governance in each village (Astuty et al. 2021). Challenges in implementing financial accounting standards for entities without public accountability are prevalent (Hasson 2022). The lack of in-depth understanding of financial accounting standards has emerged as a significant obstacle for public organizations, especially BUMNag. BUMNag is not a public company; it does not have public accountability. However, BUMNag still must follow financial accounting standards for non-public accountability entities, which is a guideline for preparing financial reports for their accountability. Previous research conducted by Pratiwi, Vonna, and Harmi (2022); Utami et al. (2023), found that applying financial accounting improves the quality of financial reports. On the other hand, in a study by Indahwati, Nurlinda, and Asmalidar (2023); Yunita et al. (2024), accounting application technology did not affect the quality of financial reports.

Another factor that influences quality financial reports is work experience. BUMNag needs qualified and strong human personnel with accounting-based experience to manage a



good and qualified financial department (Nuraisiah, Haerani, and Fazri 2023). Every decision in executing financial reports is influenced by experience; thus, it is assumed that every choice made is the best. Compared to an experienced employee, a less experienced worker will make a significant mistake. This suggests that the longer an individual has worked there, the higher the quality of the provided financial report (Rosnawaty and Silviana 2024). Competent personnel with adequate knowledge of financial accounting standards are essential for ensuring that the financial reports meet established benchmarks. Training and professional development programs for staff involved in financial management are crucial for maintaining high standards. A workforce with proper training is more prepared to adapt to technological advancements and implement best practices in financial reporting (Novia and Sujana 2021). Bilal et al. (2023); Najifaturrahmi and Aisyah (2023) state that work experience affects the quality of financial reports. In contrast, research by Julita and Dura (2024); Wambon, Salle, and Matani (2025) found that work experience does not affect the quality of financial reports.

Educational background is one of the other aspects that can affect the quality of financial reports. It is thought that BUMNag leaders' opinions regarding the significance of excellent financial reports for company expansion and development are influenced by the educational background of BUMNag actors (Masruroh and Carolina 2022). Workers with a business and administration degree are seen to be more adept at understanding the fundamentals of accounting. The capacity to learn new information will rise with the education level. A person's degree of schooling may serve as a gauge of their intellectual capacity. The more educated a person is, the more knowledgeable they are. It is easier for someone to perform their job when they have a sufficient level of education. A qualified educational background is necessary in financial management to create accurate, relevant, and reliable financial reports. Human resources must possess an accounting background to provide financial reports that meet financial accounting requirements and are high quality (Sarmigi et al. 2024). A study by Rahmawati and Soeprajitno (2022); Harymawan et al. (2023) stated that educational background significantly affects the quality of financial statements. In contrast, according to Winarso and Yuniarto (2023); Budianto et al. (2024), educational background does not significantly affect the quality of financial statements.

Study regarding the quality of financial reports in BUMNag is still minimally studied. BUMNag was selected as a research sample because this sector is important in the regional economy. Previous research showed inconsistent results. Therefore, this research is important to conduct, especially since there is a gap in the form of inconsistency in the results of previous research. Previous research that raised compensation as a moderating variable was conducted by Wheatley and Doty (2010); Liu et al. (2020); Zulfiqar et al. (2020); Adu, Flynn, and Grey (2022); Afandy, Setiawan, and Hapsari (2022); Setyorini et al. (2023); Uyar, Kuzey, and Karaman (2023); Wadjdi and Yuliza (2023); Widyanata and Dwiatmadja (2024) with different studies. However, none of these studies examined the role of compensation in moderating the influence of accounting application technology, work experience, and educational background on the quality of financial reports, especially in Nagari-owned enterprises. Therefore, adding compensation as a moderating variable in the analysis model and differentiating estimates between BUMNag is a new aspect of this study.

Reasonable compensation can encourage employees to be more active in utilizing the latest accounting technology in the context of financial accounting standards. Employees who receive incentives to adopt new technology will adapt more quickly and use accounting applications more efficiently, which in turn can improve the quality of financial reports produced. Without a competitive compensation scheme, organizations risk losing experienced human resources to competitors, which could result in a 15-20% decline in financial reports' quality. Therefore, this research aims to measure how much impact the financial accounting standards, work experience, and educational background moderated by compensation on the

quality of BUMNag's financial reports. This study can contribute to advancing existing theories and offer institutions with resources to produce the quality of their financial report. For the market and investors to react favorably, the study's practical implementation is anticipated to yield information that will help the company's management provide high-quality financial reporting. Discussing the relationship between variables comprehensively is something new compared to previous research.

Literature review

Resource-based theory (RBT)

This theory describes how an organization can strengthen its competitive edge by better using its current resources to secure its long-term existence (Davis and DeWitt 2021). According to this theory, using valuable, unique, and non-replaceable resources is essential to organizational success. In the public sector, human resource competency is a vital resource that directly impacts on the calibre of financial reporting. An organization's capacity to utilize its human capital determines how well accounting standards and internal control systems are implemented, making competence a crucial element in producing high-quality financial reports (Ristyan, Putro, and Siallagan 2023). This theory covers how businesses might manage and use their current resources. BUMNag needs to manage and use its resources to attain this competitive edge efficiently. Resources are all that a BUMNag owns and manages, such as assets, skills of specific employees, technological know-how and information that is helpful in putting organizational strategies into practice to increase business efficacy and efficiency (Hanifa et al. 2023). Possessing, managing, and utilizing crucial strategic assets can help a firm perform well financially and outperform its competitors. Combining tangible and intangible assets is one way to boost a company's performance.

Technology acceptance model (TAM)

One popular theory that employs a behavioral theory approach to study the process of information technology adoption is the technology acceptance model (TAM) (Putri, Widagdo, and Setiawan 2023). TAM is used as a model in behavioral accounting studies, which examines how education finance managers operate when utilizing accounting information systems to gauge how they use them. It is possible to gauge acceptance using the TAM model and its validated indicators. TAM is frequently used in acceptance studies to determine whether or not users or financial report creators will accept accounting information systems (Dewi and Kresnandra 2025). TAM is a model that helps understand the factors influencing users' acceptance or rejection of specific technologies. TAM emphasizes the causal relationship between users' beliefs in the benefits of an information system and the ease with which it can be used. Two key aspects determine technology acceptance, i.e., perceived usefulness, which reflects the belief that using an accounting information system will enhance performance and perceived ease of use, which indicates users' confidence that technology will require minimal effort (Gyamera et al. 2023).

Financial report quality

The consistency of financial data is reflected in the quality of financial statements with the accepted standards in decision-making (Sumaryati, Novitasari, and Machmuddah 2020). The quality of financial statements could be analyzed by the qualitative characteristic dimensions that reliable, relevant, comparable and understandable dimensions could measure the quality of financial statements (Pangaribuan et al. 2023). A balance sheet, profit and loss statement, report on changes in financial position with notes, and additional documents that are essential components of the financial statement are usually included in



the comprehensive financial statement. BUMNag financial reports achieve the expected quality because these reports must comply with normative rules (Saputra et al. 2021). Financial statements show a company's operating results and financial situation over time. Viewing the quality of financial statements as the final product of the accounting process is possible, offering users easily understood financial data and aiding in future decision-making (Meidawati and Oktari 2022).

Accounting application technology

Financial accounting standard, which is an abbreviation for financial accounting standards, serves as a key guide for creating financial reports that are pertinent, trustworthy, comparable, and simple to comprehend (Afif and Nawirah 2020). The Indonesian Accountants Association (IAI) adopted financial accounting standards from IFRS to improve the quality of financial reporting in Indonesia, including the financial accounting standard for non-public accountability for BUMNag (Handayani et al. 2022). Compliance with financial accounting standard guidelines is important in improving transparency, accountability and decision-making processes in organizations based on the information presented in financial reports. In addition, preparing financial reports based on financial accounting standards for non-public accountability through programs such as BUMNag activities can increase employee understanding and also competence in financial reporting, which in turn contributes to transparency and accountability (Yuliafitri, Mulyani, and Armania 2024). Using financial accounting systems aligned with financial accounting standard guidelines can maintain data collection processes, streamline analysis, and provide a platform for timely decision-making. Thus, the application of accounting technology strengthens the security of financial data and facilitates the evaluation and monitoring of budgets (Fitri and Friyatmi 2023).

Work experience

A person's work experience indicates how long they have been employed and how well they understand and perform their job tasks (Maulid et al. 2022). Someone with much experience is better at working in various settings, such as businesses, governments, and organizations. Experience is accumulating information and abilities from prior experience and direct interaction. As a result, an experienced person can perform tasks more skillfully than someone with less experience (Mawarni and Nuraini 2021). The time workers hone their skills can be an important factor in assessing the quality of financial reports. Consistent work on a particular job helps individuals become more familiar and skilled, resulting in more practical, productive, and efficient work methods (Julita and Dura 2024). Employees with extensive work experience can better identify solutions when problems arise. Previous experience made him wiser in making decisions and helped employees anticipate potential difficulties, allowing them to be calmer and complete financial reports effectively. With adequate work experience, the likelihood of errors in preparing financial reports will decrease (Sarmigi et al. 2024).

Educational background

Education is carried out in a setting that enables students to actively develop their potential for moral rectitude, intelligence, self-control, personality, religious strength, and other abilities that society and they need (Kaban and Edwy 2024). The basic and broad definition of education is the human endeavor to develop one's physical and spiritual potential in conformity with societal and cultural ideals. Employee education demonstrates the knowledge and comprehension necessary to complete tasks effectively. A sufficient level of formal education will make it easier for finance staff to understand and appreciate the tasks that must be completed (Aini et al. 2024). In financial report quality, educational background



refers to the level and type of formal education completed by individuals involved in the computation, presentation, and audit of financial reports. A good education equips prospective employees with critical analytical skills that enable them to disseminate financial information objectively and identify potential errors or discrepancies. The more education and accounting experience a person has, the more useful they will be when creating reports (Sukmayanthi, Sudiana, and Yuniasih 2023).

Compensation

Anything the organization provides as payment for work done in the organization's best interests, particularly for executives, is referred to as compensation (Pfeiffer and Jarchow 2024). Compensation is part of human resource management (HRM) (Mulyono, Hendarsyah, and Bahri 2024). This relates to all types of rewards given to someone as compensation for executing tasks assigned by the organization. Employees can exchange their labor for monetary or non-monetary rewards (Premana, Purnamawati, and Adiputra 2023). Compensation is a term used to describe the amount of money workers receive as compensation for the services they provide to the company; this can be in the form of cash or goods given directly or indirectly. The compensation structure of BUMNag also affects the quality of financial reports. An effective compensation plan is important to HRM because it helps attract and retain skilled employees (Kohlbeck and Luo 2019). One way the HR function is utilized is by providing compensation, including all individual rewards, to fulfil the organizational tasks. One of the primary factors influencing people's decision to work for one company over another is the compensation employees receive for their dedication to the business. BUMNag must pay employees to ensure they feel valued for their work, enhancing their motivation and performance (Khoirunnisa' and Suwardi 2024).

Hypothesis development

Based on the technology acceptance model (TAM), accounting information systems (AIS) and financial accounting standards play a vital role in the preparation of financial reports due to the perceived ease of use and perceived usefulness experienced by its users, which in turn influence the quality of the financial reports produced. Based on the resource-based theory, BUMNag needs to have special resources to boost its edge over competitors and offer value. Organizational resources, including the use of BUMNag-specific norms, namely financial accounting standards for non-public accountability, are one of the available resources. Because there are already existing standards or references in all areas of financial reporting, the availability of standards will prevent financial report preparers from experiencing confusion and reporting challenges (Astolfi 2021). According to research by Pratiwi, Vonna, and Harmi (2022); Utami et al. (2023), accounting application technology positively influences the quality of financial reports. Based on this, the following hypothesis is proposed:

H1: accounting application technology positively affects the quality of financial reports.

Human resource experience plays a crucial role in enhancing the quality of financial reporting, as it equips individuals to manage and interpret financial data accurately. According to the resource-based theory, experienced employees make decisions differently from beginners. The degree and type of work experience can affect several factors, including the model or decision-making process, the employees' cognitive structure, and strategic decisions. The employee's functional experience represents expertise in different areas to help justify a decision (Chen, Hsieh, and Rai 2022). This allows the employee to use more sorts of information to make a better judgment. Effective human resource management must be prioritized to improve the calibre and dependability of organizations' financial statements. Previous studies by Bilal et al. (2023); Najifaturrahmi and Aisyah (2023) show that work



experience significantly affects the quality of financial reports. Based on this, the following hypothesis is proposed:

H2: work experience positively affects the quality of financial reports.

A person will become an expert by developing abilities through schooling in doing something according to their field. According to the resource-based theory, workers with business and administration degrees are seen to be more able to comprehend internal controls, business procedures, basic accounting, and the consequences of unethical behavior. Analytical abilities are typically taught to prevent significant errors or losses in business. The better a BUMNag manager's educational background matches the work they are tasked with, the better their performance will be, which will affect the good financial governance of BUMNag and align with community expectations. A person working in an area they are already familiar with will surely be able to take several creative actions. On the other hand, working outside of one's expertise will surely hinder one's ability to provide ideas that can advance the business. Research by Rahmawati and Soeprajitno (2022); Harymawan et al. (2023) stated that educational background significantly affects the quality of financial statements. Based on this, the following hypothesis is proposed:

H3: educational background positively affects the quality of financial reports.

Workers, in general, would anticipate monetary benefits like wages and salaries. While some work only to receive compensation in wages, this is not always the case, particularly for workers who work to support their families. Each employee will perform at random if the compensation does not reflect the performance that has been sacrificed. The quality of the financial report greatly depends on their compensation. According to resource-based theory, human resource management is responsible for compensation, which is a consequence of every compensation given to workers for their organizational performance. These expectations set goals and standards to improve employee performance in the organization. Therefore, fair and timely compensation is important in motivating employees to achieve their best financial report and enhances their loyalty, satisfaction and engagement in achieving the organization's goals. According to research by Armstrong et al. (2024); Zhang et al. (2025), compensation significantly affects the quality of financial reports. Based on this, the following hypothesis is proposed:

H4: compensation positively affects the quality of financial reports.

Proper and accurate application of BUMNag accounting standards enhances the quality of information in financial reports. When BUMNag's financial reports are prepared with these standards, they are more likely to meet criteria such as reliability, relevance, and understandability to improve the quality and credibility of the reports. Based on the technology acceptance model, implementing accounting information systems significantly enhances the standardization of organizational practices to produce a more accurate and timely delivery of information. According to resource-based theory, appropriate compensation for employees can provide motivational satisfaction in their work, encouraging them to give their best. Compensation can improve performance directly or by considering job satisfaction with the compensation received (Ullah et al. 2023). When employees use accounting application technology and receive adequate compensation, their motivation and ability to produce high-quality financial reports will increase. Based on this, the following hypothesis is proposed:

H5: compensation strengthens the effect of accounting application technology on the quality of financial reports.

Employees who perform a job repeatedly over long periods will become more familiar and skilled in carrying out that job and will have the opportunity to develop a more practical, productive, and efficient way of working. The more experience employees have in preparing financial reports in their field, the higher the quality of financial reports. Employees with prior

experience will be more prudent in decision-making, able to anticipate potential difficulties and allow the task of preparing financial reports to be completed well. Based on resource-based theory, fair compensation for workers can provide job satisfaction and motivation, encouraging them to give their best for the organization. When employees have relevant work experience and acquire adequate competencies, their motivation and capacity to generate superior financial reports will advance (Muzam 2023). Based on this, the following hypothesis is proposed:

H6: compensation strengthens the effect of work experience on the quality of financial reports.

An individual with a strong educational background in accounting or finance tends to generate financial reports that are more accurate and trustworthy. A strong educational background gives them the information and abilities to understand accounting standards, identify potential errors or fraud and apply proper reporting practices. Individuals with higher education are more capable of producing high-quality financial reports. Education level and human resources competency are correlated (Goczek, Witkowska, and Witkowski 2021); the more educated an individual is, the more financially literate they are, which influences the creation of trustworthy and high-quality financial reports. According to resource-based theory, when individuals are motivated by financial incentives to produce good financial reports, employees will strive harder to apply the knowledge and skills they have acquired through education. In other words, compensation can enhance the positive impact of educational background on the quality of financial statements. Based on this, the following hypothesis is proposed:

H7: compensation strengthens the effect of educational background on the quality of financial reports.

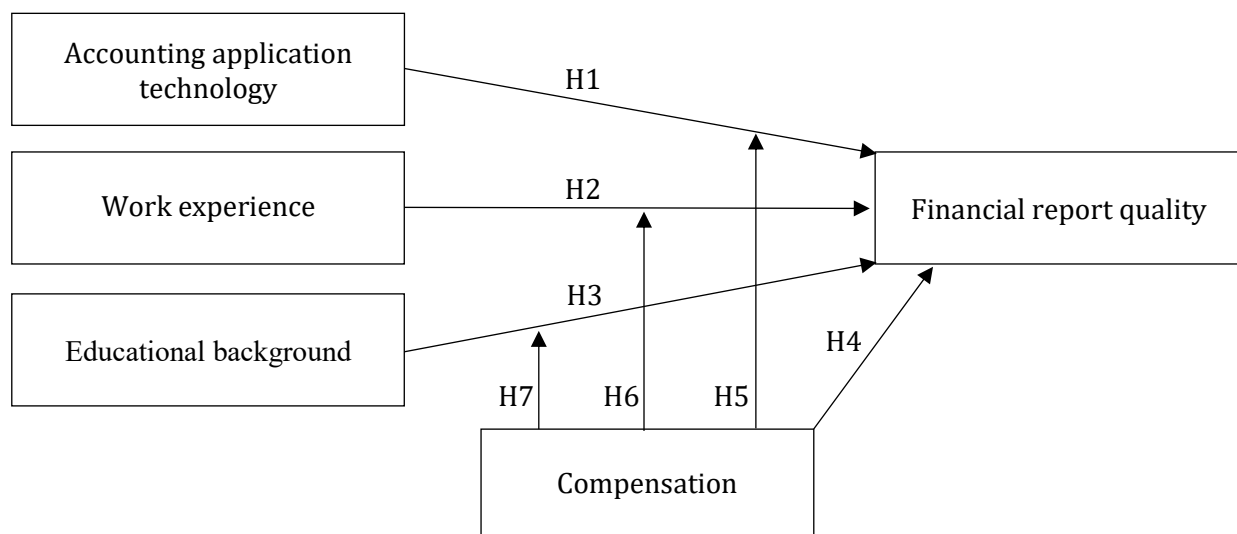


Figure 1 research model

Method

The study was conducted at BUMNag (Nagari-Owned Enterprises) in West Sumatra province. This study employed a causally associative approach and quantitative method. The research used surveys to collect primary data through questionnaires given to respondents. There are 203 (two hundred and three) BUMNag verified and have a legal entity for 2023 in West Sumatera province. Of all the registered BUMNag, 33 BUMNag were selected as the population, and from each BUMNag, 3 (three) respondents were selected. Because BUMNag has embraced quality financial reporting techniques that align with national practices,

Purposive sampling is used to collect samples that fairly represent the studied population. The research sample criteria were employees who worked as heads of the accounting and reporting subsection, heads of the reporting, accounting and supervision sections and all reporting and accounting personnel in 33 BUMNag in West Sumatra so that 99 (ninety-nine) samples were obtained. Employees are given questionnaires to complete as part of the survey procedures for gathering data at the BUMNag in West Sumatra. Each respondent's response was assessed on a 5-level Likert scale, the measurement tool used in this study.

In this study, the variables consist of 3 groups, namely accounting application technology, work experience, and educational background as independent variables, financial report quality are included as dependent variables and compensation as moderating variables. For more details, the operational variables can be seen in Table 1. Using SmartPLS, data analysis techniques employ partial least squares-structural equation modelling or PLS-SEM. Cronbach's alpha, composite reliability and AVE validity tests are instruments. Measurement errors, latent variables, and indicator variables can all be directly examined using a data analysis method known as structural equation modelling (SEM). The two stages of the PLS assessment model are the outer model (measurement model) and the inner model (structural model). When the t-statistic value \geq t-table (1.96) and probability value $<$ alpha (0.05), the test conditions are used to determine whether exogenous factors significantly affect endogenous variables (Hair et al. 2019).

Table 1 operational variables

Variables	Indicators	Statements	Scale
Accounting application technology	1. Effectiveness 2. Efficiency 3. Economics value 4. Information and communication 5. Monitoring 6. Management support (Aprila, Andriani, and Ananto 2023)	1. I find it effective in BUMNag systems to do in accounting 2. I find BUMNag systems in accounting efficiency 3. System accounting application BUMNag reduces costs of operations 4. System accounting application BUMNag helps to share information and synchronization 5. Using system accounting application BUMNag would enhance accounting monitoring 6. Our BUMNag has a great deal of opportunity to try various system accounting application	Likert
Work experience	1. Employee experience 2. Employee skill 3. Employee knowledge 4. Employee abilities 5. Employee ethics 6. Employee attitude (Bilal et al. 2023)	1. I always maintain accuracy and quality of work 2. I have professional skills 3. I can think analytically 4. I always think conceptually 5. I have a flexible attitude at work 6. I have a high commitment to the agency	Likert
Education background	1. Financial knowledge 2. Financial understanding 3. Financial investment 4. Financial planning 5. Financial management procedures 6. Financial experience	1. I was able to complete the work in accordance with my financial knowledge 2. I was able to finish the work on time with my financial understanding 3. I have good financial investment skills 4. I always do the tasks assigned	Likert

Variables	Indicators	Statements	Scale
	(Budianto et al. 2024)	supervisor 5. I am proactive and able to find and use financial management procedures 6. I have technical financial skills	
Compensation	1. Career clarity 2. Self-development 3. Health and social security 4. Pay levels 5. Allowance (Pfeiffer and Jarchow 2024)	1. I have received career clarity with the level of ability of the company 2. I receive self-development from the results of my work 3. I've had enough with the level of health social security that I received 4. I already feel comfortable with the pay levels given to me 5. I've had enough with the allowance that I received	Likert
Financial report quality	1. Relevant 2. Accurate 3. Reliable 4. Comparable 5. Understandable 6. Objectivity in measurement (Indahwati, Nurlinda, and Asmalidar 2023)	1. The financial report presented with financial and performance analysis 2. The financial report faithfulness representation 3. The financial report has met the needs of report users 4. The financial report consistency in adopted accounting principles 5. The financial report easily understood by users 6. The financial report is not biased towards interests	Likert

Results and discussion

Based on the questionnaire used in this study, 99 respondents have filled it out so that the characteristics of the respondents can be displayed in Table 2.

Table 2 characteristics of respondents

Characteristics	Frequency	Percentage
Gender:		
Male	53	52.47
Female	46	47.53
Age:		
20-30	48	47.52
31-40	30	29.70
41-50	21	22.78
Length of work:		
1-2	55	54.45
3-4	28	27.72
>5	16	17.83
Education stage:		
Senior high school	60	59.40
Undergraduate degree	25	24.75
Postgraduate degree	14	15.85

Source: primary data (processed, 2025)

Table 2 show that there are more male than female respondents, which is 52.47% of the total respondents. Respondents aged 20 to 30 years are more dominant, 47.52% of the



total respondents. Respondents with a working period of 1 to 2 years are more dominant, 54.45% of the total respondents. Meanwhile, respondents with a high school education level are more dominant than those with other levels of education, which is 59.40%.

Outer model

Convergent validity is evaluated using the correlation between the variables. Loading factors must be ≥ 0.7 to satisfy construct validity requirements (Setiabudhi et al. 2025). An indicator is said to have a higher correlation than the others if the AVE value is greater than 0.5. In the interim, a composite reliability analysis was used to evaluate the instrument's accuracy and reliability for evaluating a specific construct. It is considered reliable if Cronbach's alpha and composite reliability values are greater than 0.70.

Table 3 outer model results

Variables	Items	Factor loadings	Cronbach's alpha	Composite reliability	AVE
Accounting application technology	AAT.1	0.753	0.843	0.920	0.723
	AAT.2	0.885			
	AAT.3	0.910			
	AAT.4	0.868			
	AAT.5	0.845			
	AAT.6	0.831			
Work experience	WE.1	0.718	0.810	0.905	0.691
	WE.2	0.769			
	WE.3	0.884			
	WE.4	0.898			
	WE.5	0.858			
	WE.6	0.846			
Education background	EB.1	0.855	0.671	0.858	0.596
	EB.2	0.730			
	EB.3	0.739			
	EB.4	0.762			
	EB.5	0.781			
	EB.6	0.757			
Compensation	C.1	0.817	0.757	0.897	0.636
	C.2	0.812			
	C.3	0.802			
	C.4	0.783			
	C.5	0.772			
Financial report quality	FRQ.1	0.896	0.738	0.881	0.632
	FRQ.2	0.787			
	FRQ.3	0.771			
	FRQ.4	0.789			
	FRQ.5	0.754			
	FRQ.6	0.762			

Source: primary data (processed, 2025)

Table 3 shows that the factor loading value for each indication is greater than 0.70, demonstrating the indicators' reliability in assessing quality financial reports. Both Cronbach's alpha and composite reliability values, which are higher than 0.70, show the level of reliability. All variables were found to be reliable, although the construct dependability of each indicator varied. Additionally, since each of these indicators' AVE values indicates the

degree of convergence is greater than 0.5, they all meet the requirements for strong convergence.

Inner model

The R-squared metric expresses how much an independent variable can affect dependent variables. Table 4 shows that the effects of accounting application technology, work experience, and education background on financial report quality have a value of 0.589 or 58.9%; this value is in the middle of the range. However, the remaining 41.1% are influenced by additional factors not covered in this study.

Table 4 R-square

	R-square (R^2)	R-square adjusted
Financial report quality	0.589	0.542

Source: primary data (processed, 2025)

Bootstrapping was used to determine whether the variables were related. The test conditions are met when the t-statistic value (1.96) and the alpha (0.05) are less than or equal to the probability value. It is asserted that exogenous variables have a substantial impact on endogenous variables. Table 5 shows that the first hypothesis found that accounting application technology positively and significantly affects financial report quality, indicated by the coefficient of 0.315, t-statistic of $2.601 > 1.96$ and p-value of $0.020 < 0.05$, so H1 is accepted. The second hypothesis found that work experience positively and significantly affects financial report quality, indicated by the coefficient of 0.302, t-statistics $2.291 > 1.96$, and p-value $0.033 < 0.05$, so H2 is accepted. The third hypothesis found that educational background positively and significantly affects financial report quality, indicated by the coefficient of 0.425, t-statistics $2.740 > 1.96$, and p-value $0.010 < 0.05$, so H3 is accepted. The fourth hypothesis found that compensation does not affect financial report quality, indicated by the coefficient of 0.179, t-statistics of $1.440 < 1.96$ and p-value of $0.283 > 0.05$, so H4 is rejected.

The fifth hypothesis found that compensation strengthens the effect of accounting application technology on financial report quality, with a p-value of $0.001 < 0.05$, a coefficient of 0.545, and t-statistics of $5.028 > 1.96$, so H5 is accepted. The sixth hypothesis found that compensation strengthens the effect of work experience on financial report quality, with a p-value of $0.015 < 0.05$, a coefficient of 0.403, and a t-statistic of $2.612 > 1.96$, so H6 is accepted. The seventh hypothesis found that compensation cannot moderate the effect of education background on financial report quality, with a t-statistic of $1.765 < 1.96$, a coefficient of -0.266, and a p-value of $0.085 > 0.05$, so H7 is rejected.

Table 5 hypothesis test results

Hypothesis	Original sample	T-statistics	P-values
H1: ATT → FRQ	0.315	2.601	0.020
H2: WE → FRQ	0.302	2.291	0.033
H3: EB → FRQ	0.425	2.740	0.010
H4: C → FRQ	0.179	1.440	0.283
H5: AAT*C → FRQ	0.545	5.028	0.001
H6: WE*C → FRQ	0.403	2.612	0.015
H7: EB*C → FRQ	-0.266	1.765	0.085

Source: primary data (processed, 2025)



The influence of accounting application technology on financial report quality

Based on data analysis findings, accounting application technology positively affects financial report quality in BUMNag. This indicates that application technology in BUMNag in West Sumatera can produce accurate financial reports, manage resources effectively, and carry out operations more successfully and efficiently by implementing an accounting system. The results are consistent with the TAM, and the proper and accurate application of BUMNag accounting standards enhances the quality of information in financial reports. When BUMNag financial reports are prepared by these standards, they are more likely to meet criteria such as relevance, reliability, understandability, and comparability, ultimately improving the quality and credibility of the reports. The role of information technology in streamlining the automated processing and reporting of financial data (Li et al. 2025). This streamlining process, in turn, leads to reduced errors that can be attributed to human factors and consequent enhancement in the accuracy levels of financial reports. By reducing human-related errors and facilitating a more efficient and accurate reporting process, information technology applications have become indispensable tools for organizations striving to enhance the reliability and credibility of their financial reports. These findings align with previous research by Pratiwi, Vonna, and Harmi (2022); Utami et al. (2023), who state that accounting application technology significantly affects the quality of financial reports. Based on these results, financial reports could be presented with higher quality if accounting standards and application technology were followed. The use of accounting application technology is not only about modernization but also has a real impact on improving the quality of village financial governance. Therefore, the digitalization strategy of accounting in BUMNag should be a priority in village economic development and empowerment policies.

The influence of work experience on financial report quality

Based on data analysis findings, work experience positively affects BUMNag's financial report quality in BUMNag. This indicated that the higher the work experience possessed by employees, the greater the employee's ability to produce financial reports in BUMNag. If employees have high work experience, the level of accuracy in financial reports by employees will be higher. The results are consistent with resource-based theory; the employee's capacity to produce quality financial reports is impacted by their experience level, which is determined by how their knowledge controls their accounting skills and growing proficiency. Strong knowledge of accounting standards, concepts and laws empowers competent human resources to create accurate and legal financial reports. Professional employees can spot and resolve financial disparities, guaranteeing that mistakes are fixed and that the accuracy of financial data is preserved (Kanaparthi 2024). To ensure that financial reporting adheres to the best practices, competent staff members can better apply and adjust to changing BUMNag accounting rules. Professionals with competence are more likely to follow moral guidelines, which promote dependability and honesty in financial reports. Businesses that make ongoing training investments for their staff guarantee that they remain current on emerging laws and technological advancement, which directly affects the quality of financial reporting. The ability of employees to write and present reports effectively supports their experience as well. This study's findings align with those of earlier studies by Bilal et al. (2023); Najifaturrahmi and Aisyah (2023), which state that work experience significantly affects quality financial reports. These findings suggest that experience and knowledge significantly improve the quality of financial reports. Work experience has been proven to play an important role in improving the quality of BUMNag financial reports. Therefore, BUMNag human resources management must empower experienced employees while creating a learning environment that supports the growth of practical experience for all managers.



The influence of education background on financial report quality

Based on data analysis findings, education background positively affects financial report quality in BUMNag. This indicated that BUMNag employees would have more opportunities to work efficiently if their educational background is more appropriate for their positions, particularly when carrying out BUMNag financial management. A person's understanding of responsibilities will also improve with prior work experience (Awada et al. 2021). The financial governance of BUMNag in Sumatera province will subsequently be improved. The results are consistent with resource-based theory; the degree of education improves one's comprehension of the subject matter and demonstrates accountability for one's responsibilities. An educational background is essential for realizing good financial BUMNag and is handled by employees with an educational background in finance. Individual performance will improve the more BUMNag personnel have the right educational background for their line of work, which will impact the financial health of BUMNag and meet community expectations. Employees of BUMNag in Sumatera work in a field where they already understand that person will surely be able to perform many creative actions. The findings align with a study by Rahmawati and Soeprajitno (2022); Harymawan et al. (2023), which state that the quality of financial reports is impacted by educational background. These findings suggest that all BUMNag employees, regardless of educational background, can readily compile appropriate financial reports. Appropriate educational background really influences the quality of BUMNag financial reports. Therefore, the strategy for building the capacity of BUMNag human resources needs to be directed at improving the quality of education through selective recruitment and competency-based training to support financial accountability and transparency at the village level.

The influence of compensation on financial report quality

Based on data analysis findings, compensation did not affect financial report quality in BUMNag. This indicates that the suitability of compensation, especially in BUMNag, does not affect the quality of financial reports. Because most employees join BUMNag out of a sense of kinship and loyalty to their town, no matter how much money is paid, the compensation tends not to affect the quality of financial reports. For employees who have reached the hierarchy of needs at the top, the needs at the bottom will no longer be a priority. The results are consistent with RBT; employees will be more concerned with the fulfilment of self-esteem needs in the form of self-confidence, achievement, appreciation, status. and recognition, as well as the need for self-actualization, namely awareness to continue developing themselves. It is possible that employees of BUMNag are satisfied with their basic needs, so they will try hard to meet their higher intrinsic needs. The results of this study are consistent with earlier research carried out by BL (2021); Ridaryanto and Marsudi (2022), who state that compensation does not affect the quality of financial reports. These findings suggest that employees in BUMNag prioritize fulfilling the need for appreciation and self-actualization, which will align with maximum achievement. The ineffectiveness of compensation on the quality of BUMNag financial reports indicates that intrinsic motivation, competence, and work systems are more important than financial incentives. Therefore, efforts to improve the quality of financial reports must focus on strengthening capacity, work ethics, and reporting systems, not just salary or honorarium aspects.

The influence of accounting application technology on financial report quality moderated by compensation

Based on data analysis findings, compensation strengthens the effect of accounting application technology on financial report quality in BUMNag. This indicates that compensation and technology play an important role in producing the quality financial report.



In line with RBT, compensation can increase motivation if the accounting application technology is implemented and meets the organization's needs; compensation can improve the quality of financial reports. The quality of financial reports highly depends on the effectiveness of technology (Kaawaase et al. 2021). Proper and accurate accounting application enhances the quality of information in financial reports. When BUMNag financial reports are prepared by these standards, they are more likely to meet criteria such as accountability, transparency, and fairness, ultimately improving the quality and credibility of the reports. These findings suggest that employees feel that compensation given is fair with contributions and increase motivation to use accounting application technology effectively. This shows that the use of technology alone is not enough. The success of financial digitalization in BUMNag is highly dependent on the motivation and support of human resources, one of which is reflected in decent compensation. Therefore, the strategy for strengthening financial reporting must be holistic, covering technology, training, and incentives.

The influence of work experience on financial report quality moderated by compensation

Based on data analysis findings, compensation strengthens the effect of work experience on financial report quality in BUMNag. This indicated that compensation could increase employee motivation to work harder and more efficiently. Employees who feel valued through appropriate compensation will be more committed to producing quality financial reports. Compensation based on work experience can provide recognition for the skills and knowledge possessed by employees (Tumi, Hasan, and Khalid 2022). Thus, employees with more experience will feel more valued, which can encourage them to apply their skills more effectively in preparing a financial report. In line with RBT, employees are more likely to be focused and productive when they feel that workers are receiving fair compensation. This can improve the quality of financial reports, especially for employees with relevant work experience (Kaawaase et al. 2021). This involvement can improve the quality of the financial report because experienced employees can provide better and more accurate insights into preparing financial reports. When employees feel valued and motivated, they will produce better financial reports. These findings suggest that employees who receive reasonable compensation are likely to feel more involved in the decision-making process within the organization. This shows that work experience alone cannot guarantee optimal financial report quality. The experience will have a maximum impact if supported by appropriate compensation. Therefore, BUMNag and local governments must build a compensation system that values experience and fundamental contributions to ensure accountable and professional financial management.

The influence of educational background on financial report quality moderated by compensation

Based on data analysis findings, compensation cannot moderate the effect of educational background on financial report quality in BUMNag. This indicates that employees in BUMNag have a strong educational background in accounting and finance, and the quality of financial reports produced is influenced by education rather than by the compensation received. The quality of financial reports depends more on the skills and understanding gained from education (Akour and Alenezi 2022). In line with RBT, when compensation received is deemed unfair or does not reflect the workers' contribution, it can reduce the motivation to produce quality financial reports. In this context, compensation can become a hindrance rather than a driver. These results imply that while compensation is a significant factor in organizations, it cannot mitigate the association between educational background and financial report quality. This shows that competencies obtained from formal education have an independent and strong role in determining the quality of financial reporting.



Therefore, the strategy to improve BUMNag's financial performance must focus on improving the academic qualifications of human resources. At the same time, compensation is still a work incentive, not a substitute for competence.

Conclusions

The results of this study, which are predicted by data analysis, accounting application technology, work experience and educational background, positively affect the quality of financial reports. Nagari-owned enterprises (BUMNag) should use technological advancements in the organization's operations, especially when creating financial reports. Instead of reading books or comparable materials, BUMNag employees learn about accounting, finance and business by talking to other BUMNag employees about their experiences running their businesses, including financial reports. In contrast, compensation did not affect the quality of BUMNag's financial report in West Sumatra. Compensation can strengthen the effect of accounting application technology and work experience on financial report quality. However, compensation cannot moderate the relationship between educational background and financial report quality.

This study can contribute to advancing existing theories and offer institutions with resources to produce the quality of their financial report. To guarantee adherence to set standards and regulations, policymakers and public sector organizations should prioritize funding the training and development of human resources and improving monitoring systems. For the market and investors to react favorably, the study's practical implementation is anticipated to yield information that will help the company's management provide high-quality financial reporting. Management must see human resources as an asset to produce high-quality financial reports. To this end, human resources must receive computer training to present financial reports with high productivity.

This study only focuses on BUMNag in West Sumatera province, so it may restrict how broadly the results may be applied to other places with distinct administrative or regulatory frameworks. Future research must be done to broaden the number of samples and develop on a larger scale. Questionnaires were used to gather data, and as they rely on respondents' perceptions, they may contain biases or mistakes. Using a cross-sectional design, the research collects data at a single point, potentially failing to account for long-term impacts or changes over time. Further research is expected to test other variables like external audit, internal control, organizational culture, financial literacy, and so on.

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