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THE EFFECT OF HUMAN RESOURCES AND INFORMATION TECHNOLOGY ON THE REVALUATION OF GOVERNMENT FIXED ASSETS

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ABSTRACT

The central government has implemented a government fixed asset revaluation policy. The main objective of the policy is to present the fair value of fixed assets in the government's financial statements. However, the results of fixed asset revaluation are not accepted by the BPK and must be corrected and recorded in the government financial statements for the 2019 fiscal year. Competent human resources and the use of information technology are considered two factors needed to achieve the revaluation objectives. This study was conducted to determine the level of significance of these two factors by distributing questionnaires to BMN officers and assessors from 82 ministries/agencies throughout Indonesia. The research data were processed by path analysis method using the Structural Equation Model (SEM) partial least squares (PLS) through Smart PLS 3.3.2 software used to assess measurement models and research structural models. The results of data processing concluded that the competence of human resources and information technology has a significant effect on the revaluation of government fixed assets. However, information technology needs to be improved again because the significance value is only half that of the human resources competency value.

KEYWORDS:

Revaluation; human; technology; asset; government; report

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INTRODUCTION

The central government continues to improve transparency and accountability in the management of state finances to achieve good governance. All technical aspects consisting of regulations, institutions, financial information systems, and development of the quality of human resources are regulated in the management of state finances. The central government carried out a revaluation of government fixed assets for transparency and accountability in state financial reporting, as the latest policy in public sector financial accounting.

The revaluation of government fixed assets is the valuation of fixed assets by government institutions as accounting entities to produce the fair value of assets presented in the government's financial statements. The purpose of the revaluation of government fixed assets is to present the fair value of fixed assets in the government's financial statements, build a better asset database so that it is easy to manage state property (Barang Milik Negara, BMN), identify idle assets, and increase BMN leverage as underlying assets for State Sharia Securities (Surat Berharga Syariah Negara, SBSN).

The application of impairment accounting is not regulated in Government Accounting Standards (Standar Akuntansi Pemerintahan, SAP) but only in the Financial Accounting Standards (Standar Akuntansi Keuangan, SAK). Government Regulation (Peraturan Pemerintah, PP) Number 71 of 2010 on SAP, PSAP 07 Accounting for Fixed Assets paragraph 59 states that the general revaluation of fixed assets is not permitted, because SAP does not regulate accounting for revaluation of fixed assets and the value of fixed assets presented based on acquisition costs. The revaluation of government fixed assets uses the SAK analogy approach by making PP and Minister of Finance Regu-

lations (Peraturan Menteri Keuangan, PMK) on revaluation of state property. Deviations from the provisions are carried out by applying nationally applicable government regulations, namely, PMK Number 191 of 2015 which regulates revaluation applies only to fixed assets in Indonesia. This is done because according to SAK revaluation for several similar fixed assets is possible, and the difference between book value and revaluation value must be presented in the equity of the financial statements.

The revaluation of BMN is applied by the government starting in 2017 based on Presidential Regulation (Peraturan Presiden, Perpres) Number 75 of 2017 concerning Reappraisal of State/Regional Property and PMK Number 111/PMK.06/2017 concerning BMN Valuation which is used as a guide in conducting a revaluation of fixed assets. Revaluation of government fixed assets is carried out on land, buildings, and roads, irrigation, and networks (Jalan, Irigasi, dan Jembatan, JIJ) which are acquired until December 31, 2015 and used by ministries/agencies.

The official website of the Ministry of Finance states that the revaluation of fixed assets of BMN in 2018 nationally as of April 2018 has reached 14% and increased the value of BMN by IDR 275.25 trillion or 338.97% of the book value of BMN from the previous IDR 81.2 trillion to IDR 356.4 trillion (DJKN, 2018). However, based on the BPK RI Audit Report on the 2017-2018 BMN Revaluation at the Ministry of Finance as Property Manager, ministries/agencies as Goods Users, and Related Agencies stated that the BPK auditors concluded that they did not accept the results of the 2017-2018 BMN revaluation by considering the results of the tests carried out in 82 ministries/agencies. Quality assurance policies and quality control as well as the input of revaluation results in applications have not been fully implemented. The implementation of

reevaluation by officers is not in accordance with the applicable provisions which is one of the reasons for the reevaluation results not being accepted by the BPK. Besides, there are other causes, including a limited budget, time, and resources compared to registration serial number (Nomor Urut Pendaftaran, NUP) objects that are revalued. Based on these findings, BPK RI recommended the minister/head of agencies as Goods Users to improve the inventory data and follow up on the results of the 2019 BMN reevaluation (BPK RI, 2018). The government has reappraised the objects in the audit findings as a form of follow-up. In addition, testing and refinement of the reevaluation results besides the BPK findings were also carried out as a result of the 2019 property manager audit findings. So that the government financial statements for the fiscal year of 2019 present the reevaluation value of fixed assets.

Human Resources (HR) has an important role in the accountability of the management of state finances. Likewise, BMN management and administration, in the presentation of the latest financial statements, must have carried out a reevaluation of fixed assets following the applicable regulations. Competent human resources are needed so that the management and administration of BMN meet the expectations and that the results are accountable, relevant, and comparable. The implementation of government fixed asset reevaluation is a new thing for BMN management and requires good human resources who have an understanding of the applicable regulations and implementation in the field.

The reevaluation of government fixed assets is carried out by utilizing information technology in the form of an accounting information system applications consisting of the State Property Accounting Management Information System (Sistem Informasi Manajemen Akuntansi Barang Milik Negara,

SIMAK BMN) and the State Asset Management Information System (Sistem Informasi Manajemen Aset Negara, SIMAN). SIMAK BMN and SIMAN are operated by ministries/agencies as Goods Users and the Appraisal Information System (Sistem Informasi Penilaian, SIP) is operated by the Ministry of Finance as Goods Managers. All of these applications are products of the Ministry of Finance which are used to support the Ministry of Finance's duties in carrying out reliable and quality government affairs in the field of state finance. PMK 97/PMK.01/2017 concerning Communication Information Technology Governance in the Ministry of Finance stated that the information system was developed and managed to support national e-government and to create an integrated financial management information system.

Several previous researchers have studied the reevaluation of fixed assets. Nailufaroh (2019) proves that the company's financial performance increases with the implementation of fixed asset reevaluation, while Iatridis and Kilirgiotis (2012) prove that company size is positively related to the reevaluation of fixed assets. Surgawi and Solikhah (2018) prove non-financial factors determine the decision of the reevaluation of fixed assets where managerial ownership and government ownership have been proven to positively influence the decision of the reevaluation of fixed assets. Palea (2014) states that the fair value of assets reflects current market conditions and provides timely information that will increase transparency. Palea (2014) believes that historical cost and fair value should not be considered as competitors, because they have different purposes. Historical cost provides information to investors about the cost of investment, whereas fair value provides a measure of what management expects in return. Gardini (2014) found different results which proved that the asset reevaluation carried out by local

governments according to their fair value failed because they paid less attention to Fair Value Accounting (FVA) and instead they chose a system based on historical cost accounting. This failure was not due to a lack of trust by the local government in FVA as the basis for measuring assets, but because of the difficulty in estimating fair value and the high cost of measurement. Local governments agree that determining fair value is very important to increase transparency and objectivity. While Baek and Lee (2016) found that asset revaluation that results in fair value in financial statements could provide more relevant information and reduce information asymmetry.

Choi, Pae, Park, and Song (2013) state that the implementation of fixed asset revaluation is more opportunistic than reflects economic reality. The results of his study show that most companies that choose the revaluation model in 2008 would switch back to the cost model when making a formal transition to International Financial Reporting Standards (IFRS) in 2011. While Skoda (2015) shows that the economic paradigm affects measurement in financial reporting and it can change one day according to the circumstances. However, this condition cannot be a reason for eliminating fair value accounting treatment. Wali (2015) proves that revaluation is a tool to increase creditors' perceptions of the company's financial health, thereby increasing the company's loan capacity.

Zakaria, Edwards, Holt, and Ramachandran (2014) prove that the asset revaluation guideline framework is used by those who prepare and use financial reports. This framework supports the task of asset revaluation decisions and the potential consequences for stakeholders. Research related to the recognition of land assets under roads (LUR) as assets in local government financial reports was conducted by Elhawary

(2018). The results of his research prove that the land assets under the road are rejected and the LUR calculation requirements must be canceled immediately.

Research related to the influence of HR competencies on accounting business processes has been conducted by previous researchers. Among them are Puspitarini, Firmansyah, and Handayani (2017) which prove that HR competencies have a positive effect on the application of accrual-based government accounting on BMN management. The higher the human resource competencies, the more successful the implementation of accrual-based government accounting on BMN management. Research by Elfauzi (2019) shows that HR competencies have a significant positive effect on the quality of financial reports. This means that with skilled human resources, the quality of the resulting financial reports will be higher.

Previous research on information technology with an accounting information system approach, among others, was carried out by Yuliani (2010). The results state that the use of regional financial accounting information systems affects the quality of financial reports. In line with the results of this study, Gusherinsya and Samukri (2017) prove that human resource competence and the application of accounting information systems affect the quality of financial reports. However, it is different from the results of research conducted by Puspitarini et al. (2017) that prove information technology does not affect the application of accrual-based government accounting in BMN management. Good information technology such as adequate computers, good internet connection, computerized BMN, the existence of software that supports and maintains computers does not guarantee the successful application of accrual-based government accounting.

Given the phenomena and empirical gaps

that have been described, the author is interested in analyzing the influence of HR competence and information technology on the revaluation of government fixed assets in 2019. Research related to fixed asset revaluation was previously carried out in the private sector and new in the public sector. The purpose of this study was to determine the effect of human resource competence and information technology on the implementation of revaluation of government-owned fixed assets. Thus, a reliable fair value of assets can be generated and can be presented in the government financial report fairly.

Agency Theory

The main theory that can support this study is agency theory. In its development, agency theory is divided into two streams, namely the main research agency theory and positivist agency theory. Positivist Agency Theory (PAT) is used to overcome deficiencies in the main agency research, especially those related to complex relationships that result in conflicts of interest (Fayezi, O'Loughlin, & Zutshi, 2012). According to Jati (2019), the main problem in agency relations is the occurrence of conflicts of interest caused by each party trying to maximize its own benefits. In state financial accountability, the role of the government as the agent is to carry out programs for the development and welfare of the people, while the main role is the community represented by the Houses of Representatives (Dewan Perwakilan Rakyat, DPR) or the Regional Houses of Representatives (DPRD). Accountability is needed to avoid conflicts of interest.

Law Number 23 of 2014 states that the responsibility for good governance, particularly related to the management of state finances, is conveyed through government financial reports, both central and regional governments. The central and local governments as recipients of the mandate are

obliged to prepare and present financial reports. This is the accountability and transparency of the government management and administration that has been given to the government.

Revaluation of Fixed Assets

According to Perpres Number 75 of 2017, Article 5 states that BMN Revaluation is carried out on land, buildings, roads, irrigation, and networks at ministries/agencies. The results of the follow-up revaluation are in the form of corrections to the value of fixed assets in the ministry/agency's financial statements. Fixed asset revaluation is a revaluation of the company's fixed assets caused by an increase in the value of these fixed assets on the market or due to the low value of fixed assets in the company's financial statements due to devaluation or other reasons (Nailufaroh, 2019). Fixed asset revaluation is carried out based on the fair value of fixed assets or market value at the time of appraisal using the valuation method commonly used in Indonesia and carried out by an appraiser recognized by the government.

Human Resource Competencies

Research conducted by Puspitarini et al. (2017) and Elfauzi (2019) explain that HR competencies have an important role in the application of accrual-based accounting and the quality of financial statements. The success of implementing accrual-based government accounting and the quality of accountable financial reports is influenced by the competence of human resources. Likewise, with BMN managements and administrators, competent human resources are needed to carry out fixed asset revaluation in accordance with established regulations and policies.

The implementation of government fixed asset revaluation is a new thing in BMN

management which has only been applied in private sector accounting. Therefore, it is necessary to have good HR competencies through understanding the regulations and their application. This is necessary to avoid deviations from the revaluation value of fixed assets presented in the financial statements. The financial statements are prepared to provide relevant information regarding the financial position and all transactions carried out by the reporting entity during one reporting period. Government financial reports are expected to provide useful information for users in assessing accountability and making decisions on economic, social, and political decisions (Efendi, Dewi, & Gamayuni, 2018).

Based on these matters, human resource competence is indispensable for the implementation of organizational duties and functions. The competence of human resources will affect whether a government has carried out its duties and functions in a professional, effective, and efficient manner. The better the competence of human resources, it is hoped that the implementation of their duties and functions will be even better. In this study, the implementation of fixed asset revaluation supported by competent human resources will be carried out well, and the quality of the asset revaluation results can be used in financial reports. This is summarized in the hypothesis:

H1: Human resource competence affects the revaluation of government fixed assets

Information Technology

According to PMK Number 97 of 2017, information systems are a series of hardware, network devices, software, human resources, and procedures and/or rules that are arranged in an integrated manner to process data into useful information to achieve a goal. According to Romney and Steinbart (2015), an accounting information system

(AIS) is a process of collecting, processing, storing, and reporting data and information. It consists of six components including people, procedures and instructions, data, software, information technology infrastructure, and security measures for storing data. Computer software is a tool used to generate information. A well-designed AIS can add value to an organization by increasing quality and reducing product or service costs, sharing knowledge, increasing efficiency, improving internal control structures, and improving decision making.

Research conducted by Yuliani (2010) also Gusherinsya and Samukri, (2017) prove that the use of more advanced information technology in an organization can help carry out tasks properly, in this case, the presentation of quality financial reports. Information technology can assist organizations in the reliability of the presentation of information, including the presentation of the fair value of revalued fixed assets. Based on this, the second hypothesis in this study is:

H2: Information technology affects the revaluation of government fixed assets.

RESEARCH METHOD

This study uses primary data namely, data sourced obtained from the field. The data collection method used was a questionnaire. The resulting data is primary data in the form of respondents' perceptions of the variables used. The questionnaire generally consists of two parts, where the first part contains questions about the respondent's data. The second part contains questions related to the research variables. The questionnaire given by the researcher was designed using a 5-point Likert scale.

The sampling method in this study using the purposive sampling method. The purposive sampling method is a sampling method that

is limited to certain types of people who can provide the desired information because of only those who have certain criteria or are following several criteria set by the researcher (Sekaran, 2010). The criteria chosen by the author are:

1. BMN officials in government ministries/agencies;
2. BMN assessors at the Ministry of Finance, both at the Office of State Assets and Auction Services (Kantor Pelayanan Kekayaan Negara dan Lelang, KPKNL) and the Directorate General of State Assets (Direktorat Jenderal Kekayaan Negara, DJKN)

Questionnaires in the form of google form were distributed online using the WhatsApp group of BMN officers to 100 respondents from various government agencies representing 82 ministries/agencies throughout Indonesia. The online data collection process was carried out for approximately two weeks, starting from 2 to 16 August 2020. The dependent variable of this study is the revaluation of government fixed assets. The independent variables used are HR and information technology competencies. The variable definitions and measurement indicators for each variable described in Appendix 1.

The analysis method used in this study is the path analysis method using the Structural Equation Model (SEM) partial least squares (PLS) with SmartPLS 3.3.2 software which is used to assess the measurement model and the research structural model. The PLS technique is considered appropriate as an analytical tool to test the variables under study so it was chosen because this tool is often used for complex causal-predictive analysis and is a suitable technique for use in predictive applications and theory development such as in this study. PLS is also a variance-based SEM which can simultaneously test the outer model as well as test the inner model.

Outer Model Test consists of an indicator model test, validity test, and reliability test using the SmartPLS 3.3.2 software. Indicator reliability shows how many types of indicators can be explained by latent variables. An indicator is said to be valid if the loading factor value is > 0.6 and when the indicator value is < 0.6 then the indicator must be eliminated (removed) from the measurement model. The validity test is used to find out how well the accuracy of an instrument is to measure a concept that should be measured. The reliability test evaluates the stability of measures, internal consistency of measurement instruments, and interrater reliability of instrument scores. The reliability test results can be seen from the results of the Cronbach's Alpha and Composite Reliability analysis. A latent variable has high reliability if the composite reliability value is above 0.7 and or Cronbach's Alpha is above 0.6 (Azwar, Amriani, & Subekan, 2016).

Structural model testing is performed to see the relationship between constructs or latent variables seen from the coefficient of determination (R^2). The stability of this estimate was evaluated using a statistical t-test obtained through the bootstrapping method. The value of R-square (R^2) is the coefficient of determination in the endogenous construct. The coefficient of determination is defined as how much the ability of all exogenous variables to explain the variance of their endogenous variables. The higher the R^2 value, the better the prediction model of the proposed model, because the value on R^2 can be used to measure the effect of the independent variable on the dependent variable. Chin in Azwar et al. (2016) states that the R^2 value is 0.67 (strong), 0.33 (moderate), and 0.19 (weak).

Hypothesis testing using PLS through the bootstrapping method. Testing the hypothesis can be seen from the t-statistic value and the probability value. Where the statistical t-

test aims to determine the effect and significance of each independent variable on the dependent variable. Criteria for the results of hypothesis testing are as follows:

1. If the t-statistic > 1.96 and p-value < 0.05, then it is real, in other words, accept the hypothesis;
2. If the t-statistic < 1.96 and p-value > 0.05, then it is not real, in other words, reject the hypothesis.

RESULT AND DISCUSSION

The questionnaires that have been distributed online to all respondents have been collected and are valid as many as 77 questionnaires. Respondents as BMN management officers have different educational backgrounds, genders, and experiences. Information about respondents is described in Table 1. The questionnaire is then processed using SmartPLS version 3.3.2 software. An independent sample t-test with a significance level of 5 percent was used to answer research questions.

Table 1. Respondent Demographics

| Category | | Total (people) | Percentage (%) |
|-------------------|--------------------|----------------|----------------|
| Gender | Male | 56 | 72,73 |
| | Female | 21 | 27,27 |
| Experience | Less than 1 year | 6 | 7,79 |
| | 1 to 5 years | 41 | 53,25 |
| | 6 to 6 years | 18 | 23,38 |
| | More than 10 years | 12 | 15,5 |
| Educational level | SMA/DII | 26 | 33,77 |
| | DV/S1 | 39 | 50,56 |
| | S2 | 12 | 15,58 |

Based on the experience of respondents as BMN officers, in general, they have more than one year of experience and some even have more than 10 years of experience. The

number of respondents with less than one year of experience was relatively small (7.79%). Therefore, the respondents relatively have sufficient experience to be able to convey their perceptions related to BMN management problems, including fixed asset revaluation.

Measurement Model Testing

Testing the indicator model is done by looking at the reliability of the indicators to test the level of validity. The study has 25 indicators and the results of the indicator model test can be seen in appendix 1. All indicators are declared to have a loading factor value > 0.6 so that all indicators meet the convergent validity requirements.

Table 2 shows the results of data processing to test discriminant validity and composite reliability indicators using the AVE value, composite reliability, and the Cronbach's Alpha. Based on Table 2, all variables have good reliability and meet the requirements because after testing the Cronbach's Alpha value is greater than 0.70 and the composite reliability value is greater than 0.60 as the reference value. Also, the AVE value of all variables has a value greater than 0.50 so that all of them are declared valid.

The measurement model testing stage has been carried out and all the research variables are valid and reliable, then the next testing stage is the structural model test. Structural model testing is carried out through SmartPLS using the Bootstrapping method so that the path coefficient and t-statistical values are obtained.

Structural Model Testing

The results of data processing through Bootstrapping show that the dependent variable has an R² value of 0.42932 (strong) or above 0.33 and close to 0.67. This implies a strong

Table 2. Discriminant Validity and Composite Reliability

| Variabel | Cronbach's Alpha | Composite Reliability | AVE | Results |
|-----------------------------|------------------|-----------------------|---------|--------------------|
| Human Resources Competency | 0.89333 | 0,90577 | 0,65400 | Reliable and Valid |
| Information Technology | 0.88525 | 0.89861 | 0.63528 | Reliable and Valid |
| Revaluation of Fixed Assets | 0.94222 | 0.94454 | 0.59097 | Reliable and Valid |

determination of all independent variables in explaining the variance of the dependent variable. Next is to see the path coefficient value and t-statistic value using the bootstrapping method on SmatPLS as shown in Table 3.

The t-table value is calculated with the provisions of the alpha (α) value of 0.05 and the degree of freedom (DF) of N-2. The amount of data used in this study was 77, so the DF was 75. The t-table value for DF 75 and (α) 0.05 was 1.99210. Based on the table above, it can be seen that all t-statistical values are greater than the t-table of 1.99210. Thus it can be stated that all independent variables have a significant effect on the dependent variable.

Table 3. Path Coefficient and t-Statistical Value

| Relationship | Coefficient | t-statistik | P Value |
|--------------|-------------|-------------|---------|
| HR →RVA | 0.44064 | 3.46051 | 0.00059 |
| IT →RVA | 0.26897 | 2.36540 | 0.01839 |

Hypothesis Test

The research hypothesis testing is illustrated in Figure 1. The effect of human resource competence on the revaluation of government fixed assets has a coefficient value of 0.441 (t-statistical value = 3.46051), so this relationship model has a significant effect because the t-statistic value is greater than the t-table and the p-value is 0.00059 or less than 0.05. Empirically H1 is proven and accepted. This proves that the competence of human resources in implementing the revaluation of government fixed assets is needed. By having

competent and professional quality human resources, the results of fixed asset revaluation will be better. Also, the results of the revaluation implementation result in a fair value of assets that can be accepted by BPK so that it can be stated in government financial reports. These results support the research conducted by Puspitarini et al. (2017) and Elfauzi (2019) that HR competence has an important role in the application of accrual-based accounting and the quality of financial statements because, in the end, the fairness of the value of the revalued assets determines the quality of financial reports.

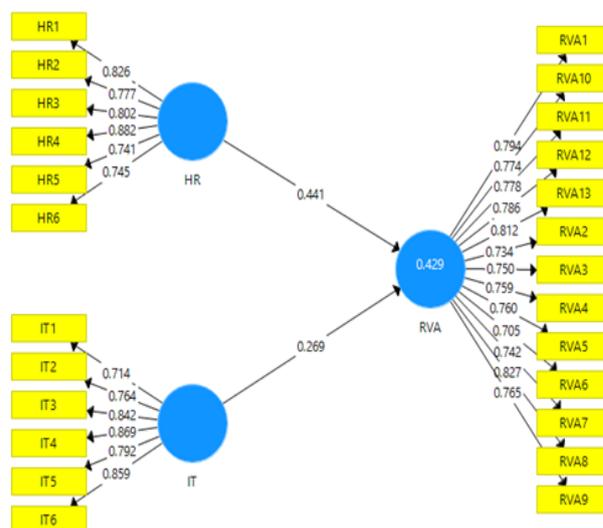


Figure 1. The Result of R² test, coefficient, and loading factor indicator value

The effect of information technology on the revaluation of government fixed assets has a coefficient value of 0.269 (t-statistical value = 2.36540), so this relationship model has a significant effect because the t-statistic value is greater than the t-table and the p-value is

0.01839 or less than 0.05. H2 is empirically proven and accepted. This proves that the application of information technology supports the implementation of revaluation of government fixed assets. Revaluation of government fixed assets that aims to generate fair value assets can be quickly and easily accessed by utilizing information technology. The revaluation implementation document archive is stored digitally so that it is easy if one day it is needed again. These results support the research conducted by Yuliani (2010) also Gusherinsya and Samukri (2017) which state that the use of more advanced information technology in an organization may be more able to implement fixed asset revaluation so that the objectives will be easily achieved.

CONCLUSION

The results of data analysis show that the competence of human resources and information technology has a significant effect on the revaluation of government fixed assets. The results of this study are in accordance with the hypothesis and it means that H1 and H2 are accepted. For the information technology variable, although its significance and coefficient value is greater than 1.96, the significance value is only half of the HR competency value.

According to the results, the author suggested that HR competence can be developed by conducting comparative studies related to the management of government fixed assets between work units and other work units, even between ministries/government agencies. Besides, rewards and punishments can be applied to motivate BMN operators so that they can improve their performance, compete fairly among operators, and develop ideas and ideas from BMN operators. It is necessary to carry out regular training to update knowledge and regulations related to

government fixed assets, especially in terms of accrual basis and asset revaluation.

The application of IT in the implementation of revaluation of government fixed assets needs to be improved again in services, both hardware, software, and internet connection so that obstacles in the field can be minimized and objectives can be maximally achieved. Services in the IT field can be carried out by holding technical guidance, workshops, or Focus Group Discussions (FGD) on the use of information technology in the form of applications related to fixed asset revaluation. Improving the quality or replacing hardware with new ones also needs to be done. While internet connection bandwidth can be added so that the network connection is smooth in the process of asset revaluation activities.

For further research, the author suggests focusing more on the revaluation of government fixed assets, especially how it affects financial reports after knowing the quality of the last fixed asset revaluation carried out in 2019 by government ministries/agencies.

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APPENDICES

Appendix 1. Definition and Indicators of variables

| Variable | Description | Dimension | Indicator |
|---------------------------------|---|-------------------------------|---|
| Revaluation of Fixed Assets (Y) | In order to present accountable fixed assets of State Property (BMN) in accordance with their fair value and in order to realize successful BMN management, a revaluation of fixed assets needs to be carried out | Data and document preparation | <ol style="list-style-type: none"> Detailed listing of assets and acquisition documents (RVA1) Appointment of data collection officers (RVA2) Assets ownership documents (RVA3) Asset Documentation (RVA4) Goods Identity Card/KIB (RVA5) Listing of Assets in the Application (RVA6) |

| Variable | Description | Dimension | Indicator |
|-----------------------------|---|---|---|
| | | Implementation of BMN Inventory | <ol style="list-style-type: none"> 1. Match the contents of the Revaluation Form with the physical assets (RVA7) 2. The form is filled in completely and has been validated (RVA8) 3. Physical asset and asset inventory are carried out with the Assessment Team (RVA9) |
| | | Follow up on BMN inventory and revaluation results; and | <ol style="list-style-type: none"> 1. Reconciliation of asset data with KPKNL (RVA10) 2. Correction of asset values in the application and in accordance SAP (RVA11) |
| | | Monitoring and evaluation of implementation | <ol style="list-style-type: none"> 1. Creating/printing Event News in the application (RVA12) 2. Reports and minutes of revaluation results have been signed (RVA13) |
| HR Competency (X1) | Human resource competence is needed to determine whether a government has carried out its tasks and functions professionally, effectively, and efficiently | Knowledge | The legal basis and attend socialization related to for revaluation of fixed assets (HR1) |
| | | Skill | <ol style="list-style-type: none"> 1. Able to operate information technology (HR2) 2. Filing supporting documents (HR3) |
| | | Attitude | <ol style="list-style-type: none"> 1. Able to work in teams (HR4) 2. Communicate well with stakeholder/KPKNL (HR5) 3. Communicate well with superiors (HR6) |
| Information Technology (X2) | A series of hardware, network devices, software, human resources, and procedures and/or rules that are organized in an integrated manner to process data into useful information to achieve a goal. | Utilization | Mastery of applications by BMN officers (IT1) |
| | | Uses | <ol style="list-style-type: none"> 1. Support the successful implementation of fixed asset revaluation (IT2) 2. Timeliness of the results of revaluation of fixed assets (IT3) 3. Easy access to data quickly and accurately (IT4) |
| | | Security and Maintenance | <ol style="list-style-type: none"> 1. Update the application (IT5) 2. Transaction Data Backup (IT6) |

Appendix 2. Loading factor indicator value

| Indicator | Code | Revaluation of Fixed Assets | Human Resources Competency | Information Technology | The Result |
|---|-------|-----------------------------|----------------------------|------------------------|------------|
| Detailed listing of assets and acquisition documents | RVA1 | 0.79381 | | | Valid |
| Appointment of data collection officers | RVA2 | 0.73383 | | | Valid |
| Asset ownership documents | RVA3 | 0.75000 | | | Valid |
| Asset Documentation | RVA4 | 0.75919 | | | Valid |
| Goods Identity Card (Kartu Identitas Barang, KIB) | RVA5 | 0.76039 | | | Valid |
| Listing of Asset in the Application | RVA6 | 0.70479 | | | Valid |
| Match the contents of the Revaluation Form with the physical assets | RVA7 | 0.74215 | | | Valid |
| The form is filled in completely and has been validated | RVA8 | 0.82690 | | | Valid |
| Physical asset and asset inventory are carried out with the Assessment Team | RVA9 | 0.76452 | | | Valid |
| Reconciliation of asset data with KPKNL | RVA10 | 0.77418 | | | Valid |
| Correction of asset values in the application and in accordance SAP | RVA11 | 0.77820 | | | Valid |
| Creating/printing Event News in the application | RVA12 | 0.78579 | | | Valid |
| Reports and minutes of revaluation results have been signed | RVA13 | 0.81157 | | | Valid |
| The legal basis and attend socialization related to for revaluation of fixed assets | HR1 | | 0.82628 | | Valid |
| Able to operate information technology | HR2 | | 0.77666 | | Valid |
| Filing supporting documents | HR3 | | 0.80207 | | Valid |
| Able to work in teams | HR4 | | 0.88227 | | Valid |
| Communicate well with stakeholder/KPKNL | HR5 | | 0.74107 | | Valid |
| Communicate well with superiors | HR6 | | 0.74489 | | Valid |
| Mastery of applications by BMN officers | IT1 | | | 0.71399 | Valid |
| Support the successful implementation of fixed asset revaluation | IT2 | | | 0.76425 | Valid |
| Timeliness of the results of revaluation of fixed assets | IT3 | | | 0.84235 | Valid |
| Easy access to data quickly and accurately | IT4 | | | 0.86878 | Valid |
| Update the application | IT5 | | | 0.79189 | Valid |
| Transaction Data Backup | IT6 | | | 0.85948 | Valid |