

被查者的參與對內部稽核品質的影響

吳淑靖、謝茵如

E-mail: 381840@mail.dyu.edu.tw

摘要

本研究是以內部稽核人員在執行查核時與被查者參與的程度，並加入溝通滿意度和知覺專業探討其對兩者之間之干擾影響，對內部稽核品質和內部稽核三要素的影響是否具有效果。主旨為針對被查者參與和內部稽核品質兩變數與干擾變數間之關係進行探討。透過台灣地區內部稽核協會之內部稽核人員發放185份問卷進行分析。實證結果顯示，被查者參與與內部稽核品質和內部稽核之適任性及客觀性具有顯著正向關係，而與內部稽核之工作績效呈無顯著關係；溝通滿意度與知覺專業對內部稽核品質和內部稽核之適任性、客觀性及工作績效之間造成干擾效果。最後，根據本研究結果，進一步提出對學術與實務上的建議。

關鍵詞：被查者參與、內部稽核品質、溝通滿意度、知覺專業

目錄

封面內頁 簽名頁 中文摘要.....	iii 英文摘要.....
iv 誌謝.....	
v 目錄.....	
vi 圖目錄.....	viii 表目
錄.....	ix 第一章 緒論 第一節 研究背景
與動機.....	1 第二節 研究問題與目的.....
.....4 第三節 研究流程.....	6
第二章 文獻探討 第一節 被查者參與.....	8 第二節 內部稽
核品質.....	10 第三節 溝通滿意度.....
.....14 第四節 知覺專業.....	
.....15 第五節 固有風險和控制力量.....	16 第三章 研究方法 第一節 研究架構
.....25 第四章 研究結果與分析 第一節 敘述性統計分析.....	17 第二節 研究假設.....
.....27 第二節 信度與效度分析.....	21
第三節 變異數分析.....	24 第五節 資料分析方法.....
.....55 第五節 迴歸分析.....	25 第四節 研究結果與分析 第二節 信度與效度分析.....
.....58 第五章 結論與建議 第一節 研究結論.....	31 第
.....65 第二節 研究建議.....	33 第四節 相關分析.....
.....71 參考文獻 中文部分.....	35 第五節 變異數分析.....
.....73 英文部分.....	58 第五章 結論與建議 第二節 研究建議.....
.....74 附錄-問卷.....	7 圖 3-1 研究架構
.....85 圖目錄 圖 1-1 研究流程圖.....	17 表目錄 表4-1 人口統計變項次數分配表.....
圖.....	29 表4-2 信度分析.....
.....31 表4-3 效度分析.....	31 表4-4 性別於各構面間之差異分析.....
.....32 表4-4 性別於各構面間之差異分析.....	33 表4-5 年齡於各構面間之差異分析.....
.....35 表4-6 教育程度於各構面間之差異分析.....	35 表4-6 教育程度於各構面間之差異分析.....
.....37 表4-7 公司型態於各構面間之差異分析.....	39 表4-8 行業類
別於各構面間之差異分析.....	42 表4-9 累計工作年資於各構面間
之差異分析.....	44 表4-10 目前單位工作年資於各構面間之差異分析...
.....46 表4-11 職稱於各構面間之差異分析.....	46 表4-11 職稱於各構面間之差異分析.....
.....48 表4-12 稽核人數或內部稽核部門的人數於各構面間之差異分析.....	51

表4-13 內稽工作了解程度於各構面間之差異分析.....	54 表4-14 相關分析.....
.....57 表4-15 被查者參與對內部稽核品質之迴歸分析.....	57 表4-15 被查者參與對內部稽核品質之迴歸分析.....
.....58 表4-16 被查者參與對內部稽核品質三構面之迴歸分析.....	58 表4-16 被查者參與對內部稽核品質三構面之迴歸分析.....
.....59 表4-17 溝通滿意度對被查者參與與內部稽核品質之干擾效果.....	59 表4-17 溝通滿意度對被查者參與與內部稽核品質之干擾效果.....
.....61 表4-18 溝通滿意度對被查者參與與內部稽核品質三構面之干擾效果.....	61 表4-18 溝通滿意度對被查者參與與內部稽核品質三構面之干擾效果.....
.....62 表4-19 知覺專業對被查者參與與內部稽核品質三構面之干擾效果.....	62 表4-19 知覺專業對被查者參與與內部稽核品質三構面之干擾效果.....
.....63 表4-20 知覺專業對被查者參與與內部稽核品質三構面之干擾效果.....	63 表4-20 知覺專業對被查者參與與內部稽核品質三構面之干擾效果.....
.....64 表5-1 被查者參與對內部稽核品質之影響檢定結果彙總表.....	64 表5-1 被查者參與對內部稽核品質之影響檢定結果彙總表.....
.....65 表5-2 溝通滿意度作為干擾效果之檢定結果彙總表.....	65 表5-2 溝通滿意度作為干擾效果之檢定結果彙總表.....
.....68 表5-3 知覺專業作為干擾效果之檢定結果彙總表.....	68 表5-3 知覺專業作為干擾效果之檢定結果彙總表.....
	69

參考文獻

一、中文部分 王怡心、陳惠珠(2003)。,《內部稽核季刊》,43:9-13。林炳滄 (2005)。內部稽核理論與實務。中華民國內部稽核協會。林慧珠 (1994),「內部稽核在企業組織內角色定位之研究」,國立台灣大學會計學研究所碩士論文。邱麗家(2006)。《內部稽核人員人格特質、工作特性與工作滿意度關係之研究 - 以成就動機中介變項》,國立中山大學人力資源管理研究所碩士論文。俞成業(1982)。組織員工溝通滿意度之個案實證研究。國立交通大學管理科學研究所未出版碩士論文,新竹市。柯承恩、葉銀華、李存修(2002/10)。公司治理與評等系統。台北市:商智文化。常肇怡(2007),服務業顧客參與量表之建立,國立臺灣大學國際企業學研究所碩士論文。張書瑜(2007),期貨商內部稽核管理功能之探討,私立銘傳大學管理研究所碩士在職專班碩士論文。郭兆玲、賴佳誼(2005),「內部稽核於健全風險管理之關鍵角色」,內部稽核季刊,第50期,頁52-59。彭台光、高月慈、林鈺琴(2006),管理研究中的共同方法變異問題本質、影響、測試和補救,管理學報,23(1),77-98。黃國隆(1986),中學教師的組織承諾與專業承諾,國立政治大學學報, No.53, pp.59-69。趙哲言(2006),內部稽核群組效力與團隊凝聚力對內部稽核品質影響之研究,私立中國文化大學國際企業管理研究所博士論文。劉清明(2009),提升企業價值的內部稽核,內部稽核季刊,(67),9-16。劉照金 (1991)。體育人力規劃 - 體育專業人力管理措施探討。國民體育季刊,20 (4), 46-57。蕭壬惠(2010),功能式組織之溝通機制類型對溝通滿意度影響之研究,私立輔仁大學管理學研究所碩士論文。謝茵如(2008),內部稽核人員自我效能與內部稽核品質關係之研究,多國籍企業管理評論, 2(1), 215-236。蘇裕惠(2006),內部稽核強化公司治理,內部稽核季刊,第53期 (1月):4-8。二、英文部份 Abdel-khalik, A. R., Snowball, D. & Wragge, J. H. (1983). The effects of certain internal audit variables on the planning of external audit programs. *The Accounting Review*, 18(2), 215-227. Allison, M. (1986) A literature review of approaches to the professionalism of journalists. *Journal of Mass Media Ethics*, 1(2), 5-19. Anderson, D., Francis, J.R., Stokes, D.J., (1993). Auditing directorship and the demand for monitoring. *Journal of Accounting and Public Policy* ,(12), 353 – 375. Bartol, K.M., (1979), " Professionalism as a Predictor of Organizational Commitment, Role Stress, and Turnover:A Multidimensional Approach ", *Academy of Management Journal*, Vol.22, No.4, 815-821. Berger, P.K. & A. J. Grimes, (1973), " Cosmopolitan-Local:A Factor Analysis of the Construct " , *Administrative Science Quarterly*, Vol.18, 223-235. Bies, S. S. (2004). Current issues in corporate governance: Effective risk management. *Vital Speeches Delivered to the Bank Administration Institute ' s Fiduciary Risk Management Conference*, Las Vegas: Nevada. Bitner, B. J., Faranda, W. T., Hubbert, A. R., and Zeithaml, V. A., (1997). Customer contributions and roles in service delivery, *International Journal of Service Industry Management*, 8(3), 193-205. Bookal, L.E. (2002) Internals auditors: Integral to good corporate governance. *Internal Auditor*, 5(4), pp. 44-49. Bowen, D. E., and Schneder, B. (1985). " Boundary-Spanning-Role Employees and theService Encounter: Some Guidelines for Management and Research. " Lexington:Lexington Books, 127-48. Bowers, M. R., Martin, C. L. , & Luker, A. (1990). " Trading places, employees as customers, customers as employees. " *Journal of Services Marketing*, 4(2), 56-69. Brown, P. R. (1983). Independent auditor judgment in the evaluation of internal audit functions. *Journal of Accounting Research*, 21(2), 444-455. Bullard, J. H., (1983), " Professionals, Attitudes toward Advertising:A Study of Lawyers, Dentists, and Accountants " , Ph. D. Dissertation, Virginia, Polytechnic Institute and State University. Cermak, D,S,P., File, K.M. and Prince, R.A.(1994). "Customer Participation in Service Specification and Delivery." *Journal of Applied Business Research*, (10)2, 90-97. Chambers, R. J., Hopwood, W. S., & McKeown, J. C. (1984). The relevance of varieties of accounting information: A U.S.A. survey, Abacus Sydney, 20(2), 99-110. Clark, M. W., Gibbs, T. E., & Schroeder, R. G. (1981). How CPAs evaluate internal auditors. *The CPA Journal*, 51(7), 10-13. Claycomb, C., Lengnick-Hall, C. A., and Inks, L. W., (2001). The customer as a productive resource: A pilot study and strategic implications, *Journal of Business Strategies*, 18(1), 47-68. Cogan, M. L., (1953), " Toward a Definition of a Profession " , *Harvard Education Review*, Vol.23, 33-50. Colbert, J. L. (1995). Risk. *The Internal Auditor*, 52(5), 36-42. Courtemanche, Gil, (1986), " The New Internal Auditing " , N.Y. : John Wiley and Sons,INC. Crino, M. D., & White, M. C. (1981). Satisfaction in communitaion: An examination of the Downs - Hazen measure. *Psychological Report*, 49, 831-838. Dabholkar P. (1990). How to Improve Perceived Service Quality by Improving Customer Participation in Developments in Marketing Science [J]. *Academy of Marketing Science*, 1990(2). Dabholkar, P. A., (1996). Customer evaluations of new technology based self service options: An investigation of alternative models of service quality, *International Journal of Research in Marketing*, 13(1), 29-51. Davis, Keith (1985). Human Relation in Business, New York: McGraw-Hill. DeMarco, V.F.(1980). Recruiting and developing internal auditors. *The Internal Auditor*, 44(3), 53-57. Dong. B., Evans, K.R. and Zou. S. (2008) , " The Effects of Customer Participation in Co -created Service Recovery," *Academic of Marketing Science*,36(1), 123- 137. Eisingerich, A.B. and Bell, S .J. (2006), " Relationship Marketing in the Financial Services Industry: The Importance of Customer Education. Participation Management for Customer

Loyalty." *Journal of Financial Services Marketing*, 10(4), 86-97. Ennew, C. T. and Binks, M. R., (1996). Good and bad customers: The benefits of participating in the banking relationship, *International Journal of Bank Marketing*, 14(2), 5-13. Ennew, C. T., & Binks, M. R. (1999). Impact of participative service relationships on quality, satisfaction and retention: An exploratory study. *Journal of Business Research*, 46 (2): 121-132. Evans, K.R., Stan, S. and Murray, L . (2008). "The Customer Socialization Paradox: The Mixed Effects of Communicating Customer Role Expectations, " *Journal of Services Marketing*. 22(3), 213-223. Flango, V.E.&R. B. Brumbaugh, (1974), " The Dimensionality of the Cosmopolitan-Local Construct ", *Administrative Science Quarterly*, Vol.19, 198-210. Goodwin, C. (1988). " I can do it myself: training the service consumer to contribute to service productivity. " *The Journal of Services Marketing*, 2(4), 71-80. Greenwood, E., (1957), *Attributes of a Profession*, Social Work 2 (July), 20-26. Guess, A.K., Louwers, T.J., Strawser, J.R. (2000). The role of ambiguity in auditors ' determination of budgeted hours. *Behavioral Research in Accounting*, 12(1), 119-138. Gupta, P. P. & Ray, M. R. (1992). The changing role of the internal auditor. *Managerial Auditing Journal*, 7(1), 3-8. Haley, D. C., & McKeon, J. M., Jr. (1990). Decentralized Operational Auditing - The Effective Use of the Internal Audit Function, *The Mid - Atlantic Journal of Business*, 26(2), 81. Hall, R. H., (1968), " Professionalization and Bureaucratization ", *American Sociological Review*, Vol.38, 92-104. Hall, R. H., (1975), " Occupations and the Social Structure ", 2nd., Englewood Cliffs, N.J.:Prentice-Hall. Hartline, M.D. and Ferrell, O.C. (1996), " The Management of Service Employees: An Empirical Investigation, " *Journal of Marketing*, 60, 50-70. Haskins, M.E.(1987). Client control environments: An examination of auditors ' perceptions. *The Accounting Review*, 62(3), 542-563. Hecht, M. L. (1978). Measures of communication satisfaction. *Human Communicaion Research*, 4(4), 350-368. Herdman, R. (2002). Making Audit Committees more Effective. Tulane Corporate Law Institute, New Orleans, LA , Available at: Johlke, M.C. and Duhan, D.F. (2000), "Supervisor Communication Practices and Service Employee Job Outcomes," *Journal of Service Research*, 3(2), 154-165. Julien, F. W. & Lampe, J. C. (1993). Performance measures in internal auditing, *Internal Auditing*, 9 (2), 66-73. Karatepe, O.M. and Tekinkus, M. (2006), " The Effects of Work-Family Conflict, Emotional Exhaustion, and Intrinsic Motivation on Job Outcomes of Front-Line Employees, " *International Journal of Bank Marketing*, 24 (3), 173-193. Katz, Daniel and Robert Kahn.(1966) *The Social Psychology of Organizations*, New York: Wiley . Kelley, S. W., Donnelly, J. H., & Skinner, S. J. (1990). Customer participation in service production and delivery. *Journal of Retailing*, 66 (3): 315-335. Kelley, S. W., Skinner, S. J., & Donnelly, J. H. (1992). Organizational socialization of service customers. *Journal of Business Research*, 25 (3): 197-214. Kellogg, D. L., Youngdahl, W. E., & Bowen, D. E. (1997). On the relationship between customer participation and satisfaction: Two frameworks. *International Journal of Service Industry Management*, 8 (3): 206-219. Kidwell R. E., Jr. Mossholder, K. W., & Bennett, N. (1997). Cohesive-ness and organizational citizenship behavior: A multilevel analysis using work group and individuals, *Journal of Management*, 23 (6), 775 -793. Knowles (1970).The modern practice of adult education: Andragogy versus earning and the learning organization: Examining the connection between the individual and the learning environment. *Human Resource Development Quarterly*, 9(4), 365-375. L.Davis, (1985), " Applying Adaptive Algorithms to Epistatic Domains. " In Proc. International Joint Conference on Artificial Intelligence. Langfred, C. W. (2000) The paradox of self-management: Individual and group autonomy in work groups, *Journal of Organizational Be-havior*, 21(5), 563-585. Larsson, R., & Bowen, D. E. (1989). " Organization and customer: Managing design and coordination of services. " *Academy of Management Review*, 14(2), 213-233. Lengnick-Hal1, C. A., Claycomb, V. and Inks, L. W. (2000). " From Recipient to Contribulor: Examining Customer Roles and Experienced Outcomes," *European Journal of Marketing*, 34(3 / 4), 359-383. Lengnick-Hall, M.L. (1996). The past, present, and future of computer-based compensation simulations. Presented at the Innovative Teaching in Human Resources and Industrial Relations Conference, Atlanta, Georgia, June. Level, D. A. (1959). A case study of human communications in an Urban Bank. Unpublished doctoral dissertation, Purdue University, West Lafayette, Indiana. Lovelock, C., & Wright, L. (1999). " Principles of service marketing and management. " New Jersey: Prentice Hall Maletta, M. J. (1993). An examination of auditors ' decisions to use in-ternal auditors as assistants: The effect of inherent risk. *Contemporary Accounting Research*, (Spring):337-353. Maletta, M. J. (1993). An examination of auditors ' decisions to use internal auditors as assistants: The effect of inherent risk. *Contemporary Accounting Research*, 9(2), 508-525. Margheim, L. L. (1986). Further evidence on external auditors ' reliance on internal auditors. *Journal of Accounting Research*, 24(1), 194-205. Mercer, M. (2004)., "How do Investors Assess the Credibility of Management Disclosures? ", *Accounting Horizons*, Vol. 18(3), 2004, 185-196. Mill, P. K., and Moberg, D. J. (1982), " Perspectives on the Technology of Service Organizations, " *Academy of Management Review*, Vol. 7, 467-78 Mills, P.K. and Morris, J.H.(1986), " Clients as " Partial " Employees of Service Organizations: Role Development in Clients Participation, " *Academy of Management Review*, 11(4), 726-735 Namasivayam, K. (2003), " The Consumer as Transient Employee: Consumer Satisfaction through the Lens of Job-Performance Models, " *International Journal of Service Industry Management*, 14(4), 420-435. Nayman, O.B.(1973). Professional orientations of journalists: An introduction to communicator analysis studies. *Gazette*, 19,195-212. Novin, A. M., Pearson, M. A., and Senge, S. V. (1990). Improving the curriculum for aspiring management accountants: The practitioner ' s point of view, *Journal of Accounting Education*, 8, 207-224. Redding, W. C. (1972). Communication within the organization, NY: Industrial communication council. Ritzer,G. (1977) *Working: Conflict and change*. Englewood Cliffs, NJ: Prentice-Hall. Robbins(1998).*Organizational Behavior*. NJ: Prentice-Hall. Rust, Roland T. and Zahorik, Anthony J.(1993), " Customer Satisfaction,Customer Retention, and Market Share, " *Journal of Retailing*, 69(Summer),193-215. Schneider A. (1984). Modeling external auditors ' evaluations of internal auditing. *Journal of Accounting Research*, 22(2), 657-677. Schneider A. (1985). The reliance of external auditors on the internal audit function. *Journal of Accounting Research*, 23(2), 911-919. Smythe, M. J., and L. A. Nikolai. (1996). Communication concerns across different accounting constituencies. *Journal of Accounting Education* 14 (Winter): 435-451. Snizek, W. E., (1972), " Hall's Professionalism Scale : An Empirical Reassessment " , *American Sociological Review*,Vol.37 (February), 109-114. Thayer, L. (1968). Communication and communication

system. Illinois: Richard D. Irwin, Inc. Thomas, S. (1993) The Pragmatics of Closure Reduction. PhD thesis, University of Kent at Canterbury, Canterbury, UK, 1993. Vollmer, H. M., & Mills, D. L. (Eds.). (1966). Professionalization. Englewood Cliffs, NJ: Prentice-Hall. Wagner, J. W. (1965). Defining objectivity in accounting. *The Accounting Review*, 599-605. Wesberry JR(1989)Government Accounting and Financial Management in Latin American Countries, International Monetary fund. Woodworth B, Said K (1996). Internal auditing in a multicultural environment: the Saudi Arabia experience. *Managerial Auditing J.*11(2):20-27. Zeithaml, V.A., L.L. Berry and A. Parasuraman (1993), " The nature and determinants of customer expectations of service, " *Journal of the Academy of Marketing Science*,21(1),1-12.