



MEASURING THE ACCOUNTING PROFESSION'S ETHICAL SENSITIVITY: THE INFLUENCE OF MONEY ATTITUDES

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Abstract

The purpose of this research is to examine the attitude of the accounting profession (public accountants) towards money and their ethical perceptions and to determine whether the ethical perception of the accounting profession can be influenced by the attitude of the accounting profession towards money. This research uses a survey approach, where the questionnaire is conducted based on the Money Ethical Scale (MES). MES was subjected to exploratory factor analysis to test its dimensions and through cluster analysis, respondents were classified based on similarities in attitudes towards money. The relationship between attitudes toward money and ethical perceptions was confirmed using a Multivariate Analysis of Variance (MANOVA) test. The results show that respondents are generally ethically oriented and that women are more ethical than men. Differences exist in terms of respondents' attitudes towards money and the MANOVA results show that money attitudes are good predictors of ethical perceptions of the accounting profession. The findings of this research suggest that understanding individuals' attitudes toward money may be an important way of predicting how they will behave when faced with ethical dilemmas. The analysis makes an important contribution to the previous literature by highlighting the influence of money attitudes on ethical perceptions.

Keywords: Business Ethics, Accounting Profession, Ethics Sensitivity, Money Attitudes

INTRODUCTION

Business efficiency, performance, and success of a company are closely related to the quality, effectiveness, ethical attitudes, and education of every individual at the company. With the number of cases in recent years, interest in business ethics and education ethics as well as their effectiveness in influencing business practices have improved. The collapse of large companies such as Enron, Worldcom, and Satyam (India) are well-known lessons of corporate fraud that place a strong question mark on the role, performance, and also ethics of individuals in the company who hold important positions in the company. The result of these scandals in the accounting field is that these scandals will damage the honesty of the accounting profession and also cast doubt on the authenticity of the financial information provided by accountants. This is because the ethical behavior of professional accountants is recognized as very relevant to the status and credibility of the accounting profession. As a result, the need to focus on the ethical behavior of accountants and various ways to minimize the involvement of accountants in corporate scandals has been the subject of recent discussions.

Several studies (Abdelhak et al., 2019); (Adekoya et al., 2020); (Ghazali, 2021); (Okougbo et al., 2021); (West & Buckby, 2020); has examined issues regarding ethical considerations and the conduct of accounting professionals. In addition, it motivates many researchers to study the education and ethical behavior of accountants. This research was conducted because the many accounting scandals that occurred were caused by many accountants not complying with their ethical standards, and maintaining ethical standards was a big challenge for the accounting profession.

The research purpose is to check perception ethics from the accounting profession (Public Accountants) and examine whether these perceptions are influenced by their attitudes toward money. In our opinion, an individual's capacity to make correct ethical decisions is continually based on the ability to identify dilemmas ethics and evaluate them in situations with certain skills, and these abilities must be cultivated during the education period before and when a person begins to practice as a professional accountant. Therefore, to ascertain whether accounting training during college or where they work can influence the ethical sensitivity of public accountants, we also want to research and explore the ethical perceptions of the accounting profession (Public Accountants).

Different from most existing research on ethical perceptions, this research examines the attitude of the accounting profession (Public Accountants) towards money and also examines the influence of money on the ethical perceptions of the accounting profession (Public Accountants). The reason for linking a person's attitude towards money to their ethical perception is based on the fact that money plays an important role in a person's decisions. The analysis presented in this study provides a useful extension to the literature in two important ways. First, a study of money attitudes (Tang et al., 2018) generally argues that money plays an important role in people's actions and behavior and therefore, can become a predictor important from a person's ethical attitude. Given that previous research has found ethical issues to be at the center of various accounting scandals, the relationship between money attitudes and ethical perceptions may be a useful way to identify some of the root causes of unethical behavior. Second, this research provides some insight into the ethical views of the accounting profession (Public Accounting). Focusing on the accounting profession (Public Accountants) is very relevant because it is important to understand the ethical views of the accounting profession (Public Accountants) who are independent parties who analyze a company's financial reports. The findings of this research contribute to the understanding of what are the dominant factors that influence the ethical decisions of the accounting profession (Public Accountants) regarding money.

REVIEW OF LITERATURE

Ethics and Ethical Perceptions

Ethics can be explained as a tool that guides a person's behavior, attitudes, and behavior. In organizations, ethics plays an important role in developing an individual's sense of honesty, sincerity, equality, transparency, and trustworthy relationships with colleagues and other people working in the same organization (Göçen, 2021) .

There's a scandal from Enron, Worldcom, Satyam (India), and also other companies due to unethical behavior stemming from a lack of oversight of ethical standards within the organization. Consequently, this has increased the attention placed on ethical issues and calls for greater clarity and sharp adoption of efficient and effective ethical practices by businesses. The emergence of these scandals has placed a huge burden on the accounting profession to take steps to minimize their occurrence. Therefore, it can be concluded that one of the most

significant challenges for accountants today is developing trust, building trustworthy relationships, and also maintaining ethical standards.

Educators and researchers have recently focused on ethical perceptions among auditors as a first step to improving public perceptions of the accounting profession (Public Accounting). This arises because of the difficulty in determining one's views on ethical issues. (Rusop et al., 2022) states that ethical perception is 'the process or guideline that a person uses as a reference point for the ultimate interpretation of what is moral in a given situation'. Therefore, perception is a benchmark that a person uses to explain what is ethically accepted by society as right or wrong.

Determinants of Ethical Perceptions

Perception is a person's perspective that involves previous knowledge in seeing a problem or issue. Meanwhile, ethics relates to statements about how a person acts towards other people (Sibarani & Anggreani, 2023) . Someone who has ethical behavior means knowing good things, liking good things, and doing good things. Someone who has received ethics education is assumed to know good things, so they have more ethical behavior than people who have not received ethics education. Therefore, it is concluded that ethical perception is how a person in the accounting profession (Public Accountant) views himself as an accountant, involving experience and learning about ethics from an accountant.

A person's perception of the same object is very likely to have differences caused by several factors, such as gender, age, and also education as determinants of a person's ethical perception. The increasing public attention to ethical issues in the business and professional world means that public trust in the accounting profession is decreasing. The decline in public trust in the accounting profession will have an impact on the integrity and credibility of an accountant (Sibarani & Anggreani, 2023). This impact arises because the intelligence and knowledge possessed by accountants are used without being based on the norms and ethics of their profession (Sari & Fauzihardani, 2023).

Research relating to gender and ethical perceptions has yielded several conclusions regarding whether women are more ethical than men and is age, religiosity, and background an individual's educational background influence the way people make ethical decisions. Research related to gender and ethical decision-making produces mixed results with a greater number finding women to be more ethical than men (Permatasari & Anis Surayya, 2019),

while the results of other studies do not find significant gender differences in their perceptions of ethical issues (Passakonjaras & Hartijasti, 2020); (Montenegro & Rodrigues, 2020) (Weiss, 2021) found that women are more ethical than men because they observed that male managers were more willing to justify unethical business-related behavior compared to female managers.

Research relating to age and ethics has also yielded varying conclusions. Several studies show a significant relationship between age and ethical behavior, and others did not show a significant relationship (Tormo - Carb ó et al., 2019) , finding that the age of their sample did not significantly affect their understanding of most business ethics and educational issues. Whereas (Hernandez-Lopez et al., 2020) , found a significant relationship between age and the majority of ethical cases presented in their study, indicating that older accounting professions show more ethical tendencies than younger ones.

Research related to religion and ethical perceptions has also produced conclusions (Owusu et al., 2021) in the same way suggesting that religiously committed accounting professionals have higher ethical intentions and are more likely to perceive ethical problems. However, it will highlight the inseparable relationship between ethics and religion, ultimately offering an overarching basis for making ethical decisions. This research examines differences in ethical perceptions of the accounting profession (Public Accountants) based on age, gender and education and religiosity.

Ethics and the Accounting Profession

Knowledge is one way to understand ethics. Ethics itself can be explained as a tool that guides a person's behavior, attitudes and behavior. In organizations, ethics plays an important role in developing an individual's sense of honesty, sincerity, equality, transparency, and trustworthy relationships with colleagues and other people working in the same organization (Ince et al., 2023).

There is a drastic need to address ethics broadly within the accounting profession. This is due to the fact that education and ethical behavior are critical to contemporary society, the business world in general, and the accounting industry and profession as a whole (Onumah et al., 2022). This is because there is a lot that needs to be done to improve ethics in the accounting curriculum as a result of the many scandals faced by the accounting profession in carrying out their role in organizations. In a similar vein, many in the accounting

profession have suggested major changes in accounting education in response to an increasingly complex business and professional environment (Christensen et al., 2018).

One form of effort to equip an accountant with ethics is carried out by the Indonesian Accountants Association (IAI) by issuing a standard code of ethics for the accounting profession. These standards regulate the values that must be obtained to meet the qualifications of a professional accountant. These values include professional values, ethics and attitudes of professional accountants. These values need to be provided with the aim that accountants can make ethical decisions in accordance with the interests of the wider community.

One of the main goals of ethics education is to encourage individuals to recognize the broader social and political context of their profession. Rather than looking at a person on their ability to calculate and solve quantitative problems, accounting professions (Public Accountants) should be evaluated on their ability to analyze situations, identify ethical dilemmas and their tendency to present convincing solutions to identified ethical problems.

(Hansen et al., 2019) also found that accounting professionals who receive ethics education will appreciate various perspectives ethics and subjectivity in taking ethical decisions. This means that the accounting profession (Public Accountants) who receive effective ethics education tend to develop a more contextual view of ethical issues and the approaches needed to make appropriate resolutions.

Money Attitudes and Their Impact on Ethics

Money is an object that is generally accepted by society to measure value, exchange and make payments for the purchase of goods and services, and at the same time acts as a means of accumulating wealth. Therefore, money is an important element in our daily lives that motivates and influences our purchasing decisions (Ong et al., 2021). Meanwhile, attitude towards money is a form of evaluation or reaction towards an object, taking sides or not taking sides which is a certain regularity in terms of feelings and thoughts towards money.

Money can also be used to study someone's behavior through that person's attitude. This attitude is carried out in the form of love for money or love of money. From a theoretical perspective, (Tang et al., 2018) argue that understanding individuals' attitudes towards money can help in predicting and controlling various forms of unethical behavior. Because of the important role money plays in individuals' lives, people's attitudes toward money have

become an important area for researchers. In particular, significant research attention has been devoted to developing appropriate instruments to measure the extent to which a person's love of money will influence their perception of ethics. It is stated that those who do not love money will have the lowest attention to the satisfaction of human needs, while money lovers have higher attention to the satisfaction of fulfilling human needs.

Despite the fact that the measurement of attitudes toward money has become central in the money attitudes discourse, a number of studies have investigated the influence of attitudes toward money on other behavioral outcomes. (Tang et al., 2018) reported a strong relationship between “love of money” and unethical behavior. The study (Alfaro, 2022) also found that “love money” becomes a predictor important from Ethical perceptions of the accounting profession (Public Accountants). In terms of factors influencing attitudes towards money, existing research has identified demographic factors (age, gender, employment status) that influence people's attitudes towards money. (Nazaruddin et al., 2018) found that men paid more attention to the power and anxiety dimensions while women paid more attention to the budget, retention and evaluation dimensions of money attitudes; and (Nazaruddin et al., 2018) concluded that while men prefer to use money to influence people and demonstrate prestige, women have a stronger tendency towards time retention with their focus on future security rather than other aspects of money.

RESEARCH METHOD

This research uses a survey research method with the main instrument for data collection in the form of a questionnaire. The questionnaire consists of three parts with the first part containing information about the demographic characteristics of respondents including gender, age, major, year studies, and religiosity. Part two adopted the 30-item MES from (Gertler & Hofmann, 2018) to measure attitudes towards money. The final section contains questions that measure the ethical perceptions of respondents using ethical cases from (Latan et al., 2019). Likert scale seven points used for each construct and the specific indicators used to measure each construct are shown in Tables 2 and 3. The questionnaire was personally administered to the respondents observing all necessary protocols and ethical guidelines at the time of the study. The respondents in this study were

auditors who worked at a Public Accounting Firm in Surabaya. Participation in the survey is voluntary and respondents guaranteed their confidentiality in response.

Table 1
Descriptive Summary of Respondents

Variable	Frequency	%
Gender		
Man	60	60
Woman	40	40
Age		
22-27	85	85
> 27	15	15
Education		
S1	90	90
S2	10	10
Religious		
Yes	95	95
No	5	5

RESULTS AND DISCUSSION

MES is an exploratory factor analysis and descriptive analysis of respondents' views on construction indicators. Then, cluster analysis was carried out to group respondents based on similar attitudes towards money.

Exploratory Factor Analysis – the accounting profession's attitude towards money. The exploratory factor analysis consisted of six factors labeled as Good, Achievement and Power/freedom, Budget, Usefulness, Respect/self-esteem, and Evil.

Table 2
Exploratory Factor Analysis

Money Attitude	Good	Achievements	Budget	Usefulness	Respect	Evil
Money is valuable	0.828					
Money is good	0.817					
Money is important	0.801					
I really value money	0.768					
Money is the most important factor in all of our lives	0.640					
Money is attractive	0.594					

Money Can buy you luxury	0.546					
Money is a symbol of success		0.666				
Money represents a person's achievements		0.662				
Money means power		0.645				
Money is the most important thing (goal) in my life		0.644				
Money can give You chance For become What are you want		0.588				
Money can buy everything		0.584				
Money gives autonomy and freedom		0.581				
Money is honorable		0.560				
Money makes people respected in the community		0.540				
I budget my money very well			0.853			
I use my money very carefully			0.768			
I pay my bill immediately to avoid interest or penalties			0.700			
Useful money				0.742		
Money is shameless				0.733		
Money can bring you friends					0.704	
Money will help express competence and ability					0.569	
Money is evil						0.724
Money is the root of all evil						0.706
Money spent is money lost (wasted)						0.591
Amount	8,184	3,223	1,926	1,607	1,410	1,166
Percentage	27,279	10,475	6,421	5,356	4,699	3,887

Source: Processed data (2022)

Construction Descriptive Statistics

The mean values and standard deviations (using ANOVA and t-test) on the study constructs are presented in Table 3. Among the six dimensions of MES, the “usefulness”

factor had the highest mean score of 6.01 closely followed by the ‘good’ factor (mean = 5.93). This is an indication that most respondents generally agree with statements that describe money as useful and good. On the other side, the “evil” factor recorded the smallest mean score (mean = 3.64), indicating that respondents generally have a positive attitude towards money and do not subscribe to statements depicting money as evil.

Table 3
Descriptive Statistics and Test of Differences in Attitudes Towards Money

Money Attitude	Mean	Std. Deviation	T-test p-value (Gender)	ANOVA p-value (age)
Good				
Money is valuable	5.96	1.31	0.28	0.78
Money is good	6.06	1.33	0.66	0.99
Money is important	6.18	1.24	0.24	0.43
I really value money	5.41	1.45	0.59	0.28
Money is the most important factor in all of our lives	5.63	1.65	0.00***	0.96
Money is attractive	5.88	1.45	0.79	0.29
Money Can buy you luxury	6.39	1.22	0.72	0.52
Average	5.93			
Achievement/power & freedom				
Money is a symbol of success	4.26	1.85	0.18	0.12
Money represents a person's achievements	3.98	1.83	0.18	0.28
Money means power	5.20	1.71	0.17	0.29
Money is the most important thing (goal) in my life	3.54	1.83	0.18	0.78
Money can give You chance for become What are you want	5.35	1.62	0.16	0.96
Money can buy everything	3.17	2.04	0.20	0.56
Money gives autonomy and freedom	4.95	1.65	0.16	0.24
Money is honorable	4.93	1.62	0.16	0.02**
Money makes people respected in the community	5.17	1.65	0.16	0.05*
Average	4.51			
Budget				
I budget my money very well	5.64	1.37	0.04**	0.65
I use my money very carefully	5.89	1.34	0.01***	0.34

I pay my bill immediately to avoid interest or penalties	5.50	1.55	0.00***	0.61
Average	5.67			
Usefulness				
Useful money	5.98	1.62	0.48	0.24
Money is shameless	6.05	1.74	0.26	0.88
Average	6.01			
Respect/Self Esteem				
Money can bring you friends	5.08	1.84	0.03**	0.47
Money will help express competence and ability	4.45	1.82	0.01***	0.01***
Average	4.77			
Evil				
Money is evil	3.10	2.05	0.39	0.67
Money is the root of all evil	4.66	2.23	0.63	0.43
Money spent is money lost (wasted)	3.15	1.96	0.97	0.38
Average	3.64			

Source: Processed data (2022)

The results in Table 3 above show that the average score of women on the budget factor (5.86) is higher than men (5.51). This suggests that the indicator construct This assessed higher by women than by men. Implicitly, women agree more with the statement that money should be budgeted for and used more carefully than men. In contrast, the mean score of men on the “respect” factor (4.96) was higher than that of women (4.53), which suggests men rated statements describing money as a symbol of respect higher than women.

The results of the ANOVA test show that significant differences exist between respondents' views on the two dimensions of MES (Achievement and Respect/Self-Esteem) based on age. The difference existed mainly between respondents under 27 years of age and those in the “22–27” age group. Overall, the average for respondents in the “>27” age group is higher than for respondents under 27 years on the 'Achievement' factor. This suggests that the older accounting profession views money more as a source of achievement and associates itself with statements that describe money as honorable. And the average score for respondents in the “>27” age group was higher than for those under 27 for the ‘Respect/Self-Esteem’ factor. This is an indication that older accounting

professions associate themselves more with statements describing money as a source of respect, and a means of expressing one's abilities than their younger counterparts.

Table 4
Descriptive Statistics and Test of Differences in Ethical Perceptions

Ethical Perception	Mean	Std. Deviation	T test p-value (Gender)	T test p-value (Religious)	ANOVA p-value (age)
Submitted a false claim of IDR 5,000,000 for 5 days of eating out of town	4.37	1.03	0.13	0.34	0.02**
Using confidential information to potentially make millions of cedis illegally by trading ordinary shares of a company targeted for takeover	4.28	1.07	0.00***	0.59	0.15
Increase company earnings by recognizing sales revenue before it is earned, to avoid a ten-year upward trend in earnings per share	3.91	1.17	0.03**	0.93	0.04**
Lowering the company's accounting and taxable income by misstatement of the company's cost of goods sold	4.10	1.15	0.13	0.42	0.25
Overall average	4.17				

Source: Processed data (2022)

Construct perception ethical in Table 4. has an overall average of 4.17. This indicates a high level of ethical awareness among respondents considering that the scale adopted in measuring responses is a seven-point ordinal scale. The indicator with the highest average value is 'submitted false claims for 5 days of eating out of town'. The indicator 'Increasing company revenue by recognizing sales revenue before it is earned, to avoid the ten-year trend of increasing earnings per share' recorded the lowest average score.

In addition, the results of the independent sample t-test show that there is a significant difference between respondents' views on the two indicators (statements 2 and 3) of the ethical perception scale between men and women. The differences in the two statements indicate that women are more ethical in their evaluations than men because their average scores on both statements are higher than men. This finding is consistent with several previous studies (Powell, 2018); (Permatasari & Anis Surayya, 2019) who found that women are more ethical than their male counterparts.

The ANOVA test results show that there are significant differences between respondents' views, also, on the two indicators (Statements 1 and 3) of the ethical

perception scale based on age. There is a difference between respondents aged under 27 years and those in the '>27' age group. This suggests that older accounting professionals are more ethical in their views of the cases presented than their younger counterparts. This confirms findings by existing studies (Tormo - Carb ó et al., 2019) that older accounting professionals are more likely to detect ethical problems.

Analysis of Cluster

To group respondents appropriately based on similar attitudes towards money, analysis cluster MES is carried out using six factors taken from the EFA procedure. Analysis cluster is an analysis Multivariate that classifies a sample of objects based on a set of measured variables into several different groups so that similar objects are placed in the same group. The ultimate goal of this analysis is to identify people who display small variations within cluster, but variations between large cluster (Tang et al., 2018). Identification of these groups will help in examining the relationship between respondents' attitudes toward money and their ethical perceptions.

Table 5
MANOVA Results

	Group 1: Money Repellents (n=22;21.9%)	Group 2: Money Admirers (n=39;38.9%)	Group 3: Money Worshipers (n=39; 39.2%)
Factor	Means	Means	Means
Good	3.65	4.10	4.66
Achievement and Power/freedom	2.71	2.19	3.27
Budget	4.11	4.27	4.66
Usefulness	2.80	4.85	4.93
Respect/Self-esteem	2.99	2.44	3.70
Evil	3.05	2.28	2.32
MANOVA result (0.962, F = 8.810; p = 0.044)			
Ethical Scale			
Statement 1	4.28	4.51	4.29
Statement 2	4.06	4.39	4.28
Statement 3	3.69	4.12	3.82
Statement 4	3.80	4.28	4.09

Source: Processed data (2022)

The K-Means grouping method was chosen as the most appropriate grouping method in this research because the data size and number of clusters had been previously determined by the research to group respondents. From a theoretical and empirical standpoint, after classifying respondents into predetermined groups of two, three, four and five, a three-group solution was deemed most appropriate for the data and sample size. Based on existing research equations and references (Tang et al., 2018) respondents were classified as follows (Figure 1):

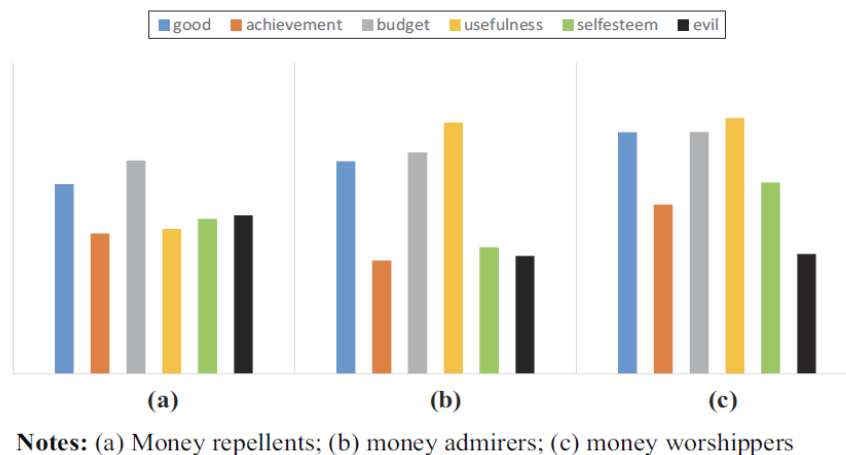


Figure1
Respondents Classified

Money Rejectors: These are individuals who are mainly characterized by their negative attitude towards money because they consider money to be an evil. Among the three groups, these individuals scored highest on the 'bad' factor, average on 'achievement', 'self-esteem' and 'budget' and lowest on 'good' and 'usefulness' among the three groups and were 21.9% of the Sample.

Money Admirers: These people generally value money highly and together account for 38.9% of the sample. The accounting profession in this group received average scores on the “usefulness”, “budget”, “achievement” and “good” factors and lower scores on the “bad” and “self-esteem” factors. Generally, they have an indifferent attitude towards money.

Money Worshipers: These are individuals who generally have a positive attitude towards money and constitute 39.2% of the sample. Accounting professionals in this group consider money to be a good thing by recording the lowest scores on the 'bad' factor among

all groups and the highest scores on “good”, “budget”, “achievement”, “self-esteem” and “useful”.

The Relationship Between Attitudes toward Money and Ethical Perceptions

With use third cluster as variable Independently, the relationship between attitudes towards money and ethical perceptions of respondents was confirmed by conducting tests analysis variance multivariate (MANOVA). The results of this test show a statistically significant relationship between the identified clusters and ethical perceptions respondents (Lambada Wilk = 0.962, p-value = 0.04). Specifically, significant differences existed between the clusters and the ethics scale on statement three (3) [$F(2,408) = 4.69$; p-value= 0.010] and four (4) [$F(2,408) = 5.14$; p-value= 0.006]. Differences in ethical perceptions between money rejecters and money admirers are visible, while the views of money worshipers are not significantly different from those of the other two groups. An assessment of respondents' views (clusters) on ethical statements shows that money admirers are more ethical, followed by money worshipers and money rejecters.

Thus, it contradicts existing research evidence by Nazarudin (2018), findings this research shows money admirers and money worshipers are more ethical than money exorcists. Although this finding may seem strange as money-grubbers are usually the most ethical group among others, it also calls for the need to revisit the debate about individual dispositions towards money and ethical behavior.

Drawing from other behavioral characteristics of money-grubbers, in terms of work-related attitudes, they have been shown to have low intrinsic and extrinsic job satisfaction and a low Protestant Work Ethic (PWE). Research (Gentina et al., 2021) with high PWE described individuals spending more time on tasks, producing better output and working extensively on their studies while spending less free time. The main reason for refusers' acceptance of unethical issues could be their PWE as money refusers are seen to have low intrinsic and extrinsic job satisfaction, spending less time performing their tasks.

Findings by (Tang et al., 2018) make it possible to assert that money rejecters can be less critical of unethical scenarios or statements even though they have a negative attitude towards money. This statement can be attributed to their low PWE and their low intrinsic and extrinsic job satisfaction. In short, with reference to their PWE, money

rejecters are more likely than money admirers to ignore critical ethical issues in order to get a little more than they would normally get because they see money as an evil.

CONCLUSION

This research uses work-related ethics scenarios to measure the sensitivity of the accounting profession in Public Accounting Firms in Surabaya to ethical dilemmas. This study argues that the likelihood of individuals making correct ethical decisions in practice depends largely on the ability to identify dilemmas ethics and evaluate it in situation certain. Given that individual views about what constitutes ethical and unethical behavior have been found to be a major source of ethical dilemmas in practice, understanding individual ethical perceptions is important in predicting individual ethical/unethical behavior. We argue in this research that individuals' ethical perceptions can be influenced by attitudes toward money and suggest that the relationship between money attitudes and ethical perceptions may be a useful way to identify some of the root causes of people's unethical behavior.

Our results, based on the ethical scenarios presented, show that the majority of respondents are ethically sensitive and rightfully perceive the occurrence of unethical actions from the scenarios presented. While these findings are refreshing, they also raise some concerns about whether being ethically sensitive alone is enough to influence real change in behavior given that the corruption index in Indonesia remains high and continues to worsen over time. In conclusion, despite the fact that our results show a high level of ethical awareness among our respondents, unethical behavior continues to be a big problem given Indonesia's poor ranking in terms of corruption. So, while there is no doubt that ethical issues have been included in the training of the accounting profession judging by their sensitivity scores, this has not translated into responsible behavior in the field of work given the surge in corporate scandals and the eventual collapse of several companies in the financial sector. The need to go beyond the accounting profession's sensitivity to ethical issues and find ways to instill ethical values into it cannot be overemphasized. As shown by Mohd Ghazali (2021), promoting ethical values can influence individuals to become more ethical in their decision making.

Additionally, we found from analysis our cluster exists significant differences in respondents' money profiles. The results of the relationship between the accounting

profession's attitudes towards money and their ethical perceptions indicate that individual attitudes towards money have important implications on ethical perceptions. Overall, our results suggest identifying individuals' money profiles can be useful in predicting how they will act in certain ethical dilemmas. Our findings have important implications for business in general and the accounting profession in particular. Given that the behavior of accountants has become issue topical for profession accounting due to the occurrence of many accounting scandals, our findings should be of value to the profession in understanding some of the influencers of these scandals. For businesses, our results suggest adopting a more proactive approach would be useful in minimizing business scandals. For example, assessing prospective employees' attitudes toward money and groups during recruitment can be useful in predicting how they will behave when faced with ethical dilemmas in the workplace. This paper may also be useful for university departments and human resources offices to flag problematic candidates and develop mechanisms to improve ethical attitudes and behavior.

Despite the contributions of this study, there are several limitations. First, the sample size cannot be considered as an overall representation of the accounting profession in Indonesia because it was taken from only one region. Accounting professions from other regions may reflect different ethical attitudes and money attitudes, which will help corporate leaders know different ways of dealing with ethical issues. Alternative scales for measuring the accounting profession's attitudes towards money, such as the LOM, MAS, shorter versions of the MES as well as enhanced versions of these scales, can be used to determine other attitudes people have towards money.

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