



Analysis Of Public Accounting Graduates In Their Professional Performance In Public And Private Companies

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Abstract

In both public and private organizations, financial information must be transparent, within a solid control structure and an orderly administration to restore or increase the competitiveness of organizations. For this reason, we must have competent professionals, in terms of their training and knowledge as well as their ways of living, thinking and acting. This research was born from the intention of investigating and establishing the main differentiating factors of the public accounting graduate, with respect to the labor needs of the Colombian market, For this purpose, a descriptive methodology was used, in which different statistical indicators of the main competencies of public accountants were consulted and analyzed according to the curricula of higher education centers in the country and the direct relationship of these with the needs and trends of companies today.

Keywords: competition; dynamics; standard; strength; projection

1. Introduction

To know the professional performance of the Public Accounting graduate facing the challenge of the globalization of the economy, finance and global markets, including the demands of new accounting trends such as the International Financial Reporting Standards and the current situation of the public and private sector, The new higher education strategies for new professionals are one of the challenges for which new higher education strategies are being formed, because accountants are sought to improve the current situation of the city, demanding the future public accountant to be a professional with

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competent qualities, with high degrees of knowledge in accounting, financial and administrative disciplines that allow him/her to face the constant and new challenges that will be faced in the future, and the new challenges that will be faced in the future.

in the institutional and business fields.

Ontologically, a public accountant is the professional in charge of managing the finances and accounting aspects within a company, in this same argument (Elizalde, 2019) complements that "the functions of the professional accountant are oriented in the registration of the operations necessary for the proper functioning of the company where he works, in addition to maintaining updated accounting registration systems", therefore, an excellent professional in public accounting must have a wide accumulation of knowledge and essential theories for organizational management. Consequently, companies within the global dynamics are subjected to countless requirements, both tangible and intangible, in which each of the links of the organization has a certain degree of importance for the strengthening and projection of action plans and management in the short and medium term of the institution, therefore, the need for leaders and synergistic work groups is becoming more and more noticeable within the new organizational structures (Casella, 2020).

To identify the Public Accounting graduates in their professional, public and private performance, a request was made to the planning and statistics department of the Universidad Francisco de Paula Santander for quantitative values of the graduates within the defined academic period and a request for a quantitative and qualitative database of graduates was made to the alumni office of the university, this request is awaiting a response. Considering the above, a simple random probability sampling was carried out, obtaining a considerable sample of the study population.

2. Method

This study to characterize the professional performance of Public Accounting graduates in Colombia is of interest to the University because it will allow a comparison between the knowledge of accounting, financial and administrative sciences taught during the course of studies in the teaching process and the results of professional performance in the labor field derived from the learning applied by each graduate in the solution of problems in the public and private sectors.

The approach of this field research can be defined as the process in which research mechanisms are used in order to apply them in the attempt to understand and solve some specific situations or needs, and it is mainly characterized by the action of the researcher in direct contact with the natural environment or the people on whom the study in question is to be carried out.

However, it is not possible to speak of a single type of field research, on the contrary, two types can be distinguished, which are differentiated according to the purposes involved in the process of taking the researcher directly to the context in which the phenomenon to be studied is developed. In this sense, the type of field research to be taken as a basis is exploratory field research, where the researcher goes directly to the environment where the phenomenon is developed or produced, in order to make an exploratory approach, where he tries to explain and describe the elements or characteristics seen with the naked eye, in order to identify some kind of pattern that will help his study to make predictions regarding the behavior of the object of study.

To delimit and determine the population of graduates, the database was obtained with updated information provided by the UFPS Vice-Rectorate of University Welfare (graduate office) of students who were declared graduates by resolution of the academic council; consequently, this population is represented by the 1,628 professional graduates of the public accounting program.

3. Information analysis

3.1 *Theory of Professional Performance.*

Dr. C. Ramiro J. Pérez Hernández (2006) Article that is part of the Thesis of option to the Scientific Degree of Doctor in Pedagogical Sciences "Model of the profile of the positions by labor competences of the medium technician in Civil Construction for the improvement of the formation and efficiency of the work". It defines the professional performance to Any work performed by a person who has learned a profession or trade in the Educational School or not, provided that it demonstrates its suitability, ability, or competence in their actions, according to society or relations of men in the production of material goods or service it provides. The professional performance plays an important value, since this is carried out by the Human Resource, with the mastery of his actions and constitutes a necessary variable to measure the efficiency of the production and work of the organizations.

Theory of Work Performance. Araujo and Leal Guerra, (2007) define job performance as the level of execution achieved by the worker in the achievement of the goals within the organization in a given time. Accordingly, job performance will depend on the way they work effectively to achieve common objectives. In this sense, people's work performance will depend on their behavior and also on the results obtained.

Quality Management Theory. For Philip Crosby (1926-2001) American author who contributed to management theory and quality management practices. He establishes in a technical way the essence of quality. For Crosby, there are two major problems that cause poor quality: those that are due to lack of knowledge of employees and those that originate in carelessness and inattention. The former can be easily identified, measured and resolved, but the latter require a long-term management effort to change culture and attitudes. A commitment from top management is the first step to quality improvement. Achieving quality is only possible with a change of thinking and culture in the company, offering the worker a meaningful job with sufficient income. According to the above, management will generate benefits for top management and customer satisfaction.

Educational Quality Indicators. For M. C. Guerra (2001), an educational quality indicator is "that component that must be considered to evaluate objectively the process or the product of an educational system, which reveals something of its performance and whose evaluation result allows considering alternatives to improve it" (Cited by Valcárcel. N, 2001). (Cited by Valcárcel. N, 2001) (50) It is important to evaluate any educational process by means of quality indicators in order to draw conclusions about the educational system, make decisions and recommendations for improvement.

He also believes that one way to continue growing market share is to offer longer credit terms, which will always be responded to in the same way by other competitors, thus causing a generalized increase in accounts receivable for all companies in the sector (Dávila Aragón & Ortiz Arango, 2019; Ronda, 2021). Likewise, increased rivalry puts pressure on inventory growth because, to avoid recording lost sales and to be able to provide customers with a timely supply of products according to their demands, companies are forced to maintain relatively high inventory levels (de La Hoz et al., 2018; Ibáñez-Carpena & Benito, 2019).

Operating working capital increases must be financed with the company's own cash flow, otherwise the partners or creditors would have to finance these investments, which would make the companies unattractive (Moncada Rendón et al., 2020). This must be so because it is precisely the turnover of the portfolio and inventory that should produce sufficient cash flow to cover debt service and profit sharing.

Regarding the replacement of fixed assets, these correspond to the proportion of cash flow that must be used to guarantee sustained operation and installed capacity, which suggests that the financing of fixed assets must be guaranteed by the company's own cash flow; this is what depreciation is for (Díaz et al., 2021).

Management Leadership Theory. As written by (Ralph M. Stogdill), in his summary of leadership theories and research, he points out that "there are almost as many definitions of leadership as there are people who have tried to define the concept". We make use of leadership theory since it is one of the essential characteristics of a competent professional, We understand managerial leadership as the process of directing the work activities of the members of a group and influencing them. This definition has three important aspects: Leadership involves employees or followers, The members of the group; given their willingness to accept the leader's orders, help define the leader's position. Second, it involves an unequal distribution of power between leaders and group members; the leader will have more power. And leadership as the ability to use different forms of power to influence the behavior of followers in different ways, such as making personal sacrifices for the benefit of the company.

Communication Theory. Exposed by the Nacional Financiera of Mexico City Article where they specify "the success of the employers (or bosses) depends a lot on the effectiveness with which they manage their interpersonal communication". In this theory we highlight the communication between the employer and the employee, referring to the communication between the employer and the employee, and the communication between the employer and the employee, referring to the employer and the employee. People in communicating generally use two strategies: openness and feedback; with openness referring to one's own ideas, feelings and emotions that are given to other people and Feedback refers to the amount of respectful and non-judgmental information one gives to another person about what one thinks, feels or thinks about him/her.

In modern organizations, accounting is not considered as anything more than a legal responsibility that must be taken into account when managing or expanding the collective interests of the company; however, this argument is not valid due to the omission of accounting science and its main characteristics and benefits.

The accounting science is a fundamental pillar in the administration of a company or in some cases is the most important element within the organization, because this is an important source of information for the company and provides great advantages when managing, evaluating and controlling the processes that are executed. The control of accounts and the financial situation are the aspects that guarantee the continuity and stability of an organization, since from these it is possible to know the reality of how much you have, how much you earn, how you earn and how you spend all that you earn; allowing not only to know the past and the present of a company, but also to foresee the future, which a priori is one of the most important and outstanding aspects of this area.

The public accountant is determined as the axis on which the administrative process of the organizations is developed, this actor not only determines aspects related to the economic reality of the company, but also analyzes market trends and economic estimates on profits and losses.

A professional in public accounting controls finances in order to provide tools that allow adequate decision making, based on a constant process of training and updating, for this reason, its field of action is not limited to economic areas, but is also linked to the establishment of good corporate governance, being a promoter of the creation of new companies, always taking responsibility for the imposition of fines, penalties or litigation by external agents to the economic interests of the company.

Globalization has encouraged the opening of markets and therefore the growth of competition within organizations, in addition to the latent need of the target market for clear and timely information of the good offered, with the inclusion of technology, it has been possible to use more tools to optimize the use of talent, that is, through trained accounting professionals have been able to obtain reports and reports from flat or historical data of the economy of the company. Now, at this point the question arises

as to how the future accounting professional should be prepared. To answer this question, it is important to consider the following aspects: the accountant of the future must have the necessary tools to perform analysis, accounting closings and audits in real time, as well as the ability to build reports based on causality and recommendations.

In Colombia, concluding a professional career is not a guarantee to have a job, according to DANE data, there are approximately 35% of people in our country who have higher education studies unemployed and without an immediate opportunity to get a job, on the other hand, this same entity details that a third of the professionals in the labor market perform activities that have no academic relation with their training, those who manage to get a job receive a salary below their professional and personal expectations.

The commitment of higher education institutions (HEIs) to include the private sector in the design of their educational strategies is of vital importance to ensure that today's and tomorrow's public accountants have important training and academic tools that will always guarantee the continuous evolution of science and practice, in addition to promoting the applicability of modern accounting and financial tools.

4. Discussion

The graduates of the Public Accounting career agree that the experience and professionalism of the teachers is fundamental, since when performing the functions related to their profession, it is evident that the relationship between what has been learned and what has been applied is the most fundamental in the labor market.

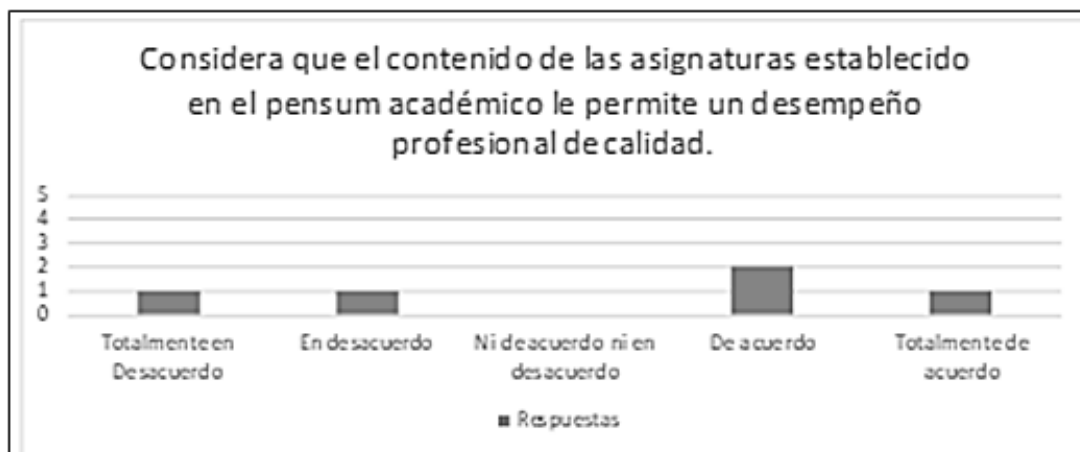
Table 1. The content of the subjects established in the academic curriculum allows for quality professional performance.

The content of the subjects established in the academic curriculum allows for a quality professional performance.	Reply
Strongly disagree	1
Disagree	1
Neither agree nor disagree	0
Agreed	
Totally agree	1

Source: Own elaboration

Figure 1 above shows how each of the graduates shares a different point of view on what the content of the academic curriculum is about, where it can be seen that half of them approve that the content does present a professional manner and quality, but it can be seen that the rest do not agree, giving a rather negative response, which is the lowest value significantly.

Figure 1. The content of the subjects established in the academic curriculum allows for quality professional performance.



Source: Own elaboration

The Public Accounting graduates agree that the models of both practical and theoretical strategies have greatly favored their professional performance. Only one respondent said that he does not agree with the established models, nor with the methodology taught during his university studies.

Table 2. The model and the theoretical-practical pedagogical strategies applied in the teaching-learning process favor their professional performance.

The model and the theoretical-practical pedagogical strategies applied in the teaching-learning process favor their professional performance.	Reply
Strongly disagree	0
Disagree	1
Neither agree nor disagree	0
Agreed	
Totally agree	0

Source: Own elaboration

It is intended to observe that the graduates in Public Accounting divide their answers to what has to do with formative research, since at least they agree in the answers of being in agreement, although it is evident that there are graduates who qualify that formative research is not important, and given the case they select even a neutral answer. In a higher proportion than the average, the graduates mention that the development of the professional practice was not so useful, since with their answer they give a great degree of disagreement, but it is worth highlighting the other average of respondents who say that they agree with the professional practice.

Table 3. Professional practice settings allowed you to achieve sufficient experience for your professional performance.

The professional practice scenarios obtained through agreements with public and private entities allowed him to achieve sufficient experience for his professional performance.	Reply

Strongly disagree	1
Disagree	
Neither agree nor disagree	0
Agreed	1
Totally agree	1

Source: Own elaboration

When asked about the current employment situation of the graduates of the public accounting program, all of the respondents stated that they were employed at the time of the survey.

Table 4. If you work, indicate in what way

If you work, please indicate how:	Reply
Dependent	
Independent	0
All of the above	1

Source: Own elaboration

Current employment status of the graduate. The results of the study identify that more than half of the Public Accounting graduates are working in an entity as a dependent, and it is evident that in only one case the graduate works both as a dependent and independently.

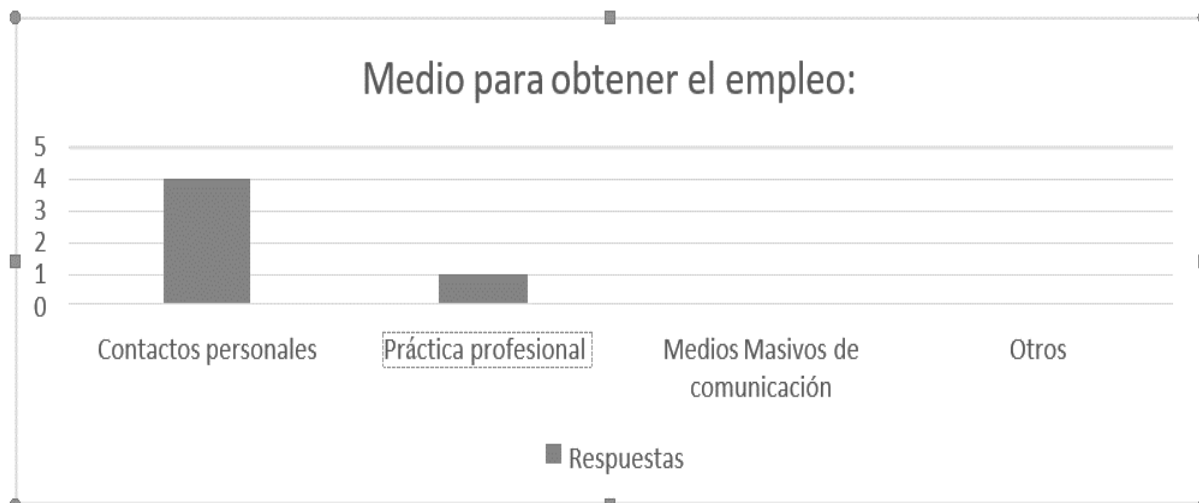
Table 5. If Employed: Time elapsed to obtain first job

If Employed: Time elapsed to obtain first job:	Reply
Before graduating	
Less than 6 months	0
Between 6 months and one year	1
More than one year	0

Source: Own elaboration

The time elapsed to obtain their first job, most of the graduates worked before graduating, obtaining this value in the pilot test, followed by the graduates who took between 6 to one year to receive their diploma. The means used by the graduates to obtain employment were as follows: more than half of the respondents answered that they obtained employment through personal contacts, the rest mentioned that they obtained employment through professional practice.

Graduates in public accounting had access to employment through selection exams, being the main requirement for their hiring, followed by the attitudes and skills demonstrated at the time of employment and lastly by job skills.

Figure 2. Means of obtaining employment

Source: Own elaboration

According to the survey conducted, most of the employers agree that they provide support to their employees to strengthen their knowledge and update it through external training, where they are carried out by specialized entities, to allow graduates to grow, and especially one of the respondents selects that they practice both internal and external training, and another confirms that due to lack of time and resources they do not have these updates.

5. Conclusions

With the study conducted, the discrepancy of the graduates of the Public Accounting program of the Francisco de Paula Santander University was observed when evaluating the education offered by the University; it is established that the university does not support a good academic training to offer society professionals who stand out in the labor market for their knowledge, skills and good professional ethics.

In view of the results obtained, it is evident that part of the Public Accounting graduates are currently working in a company, exercising the profession, with the opportunity to improve their professional level, since the companies offer different trainings with the objective of providing their employees with the opportunity to strengthen their intellectual level, obtaining as benefits highly competent professionals.

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Makalenin Türkçe başlığı buraya yazılır....

Özet

Türkçe özet.

Anahtar sözcükler: anahtar sözcükler1; anahtar sözcükler2; anahtar sözcükler3

AUTHOR BIODATA

Insert here author biodata.