

FACTORS AFFECTING THE AWARENESS OF PUBLIC UNITS IN VIETNAM WHEN APPLYING INTERNATIONAL PUBLIC ACCOUNTING STANDARDS

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ABSTRACT

Objective: The article examines the factors influencing the awareness of public service units in Vietnam when applying International Public Sector Accounting Standards (IPSAS). It seeks to identify the key elements affecting the implementation of these standards and how public service units in Vietnam perceive them.

Methods: The study employs a survey-based approach, collecting data from 223 public service units across various sectors, including education, health, and public administration. The survey was designed using a 5-point Likert scale to measure the knowledge, experience, and attitudes of accountants and managers towards IPSAS. The analysis was conducted using SPSS 26 software to identify the main factors influencing awareness and implementation costs.

Results: The research identified three main factors influencing the awareness and application of IPSAS: the knowledge and experience of accounting staff, the costs associated with IPSAS implementation, and managerial support. It was found that public units with better-trained staff and strong managerial backing were more successful in adopting IPSAS. However, high implementation costs, particularly in terms of staff training and system upgrades, posed significant challenges.

Contribution: The study provides valuable insights into the challenges of adopting international accounting standards in Vietnam's public sector. It emphasizes the need for improved training and managerial support to ensure successful IPSAS implementation. The findings contribute to the ongoing discussion on the modernization of Vietnam's public accounting practices and provide recommendations for future improvements.

Conclusion: The application of IPSAS in Vietnam's public service units is influenced by several factors, including staff expertise, implementation costs, and managerial support. Addressing these challenges through targeted training and financial investment is essential for the successful adoption of these standards, which are crucial for enhancing transparency and accountability in the public sector.

keywords: Vietnamese public accounting standards. Industry. International public accounting standards. Public service units.

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FATORES QUE AFETAM A CONSCIENTIZAÇÃO DAS UNIDADES PÚBLICAS NO VIETNÃ AO APLICAR AS NORMAS INTERNACIONAIS DE CONTABILIDADE PÚBLICA

RESUMO

Objetivo: O artigo examina os fatores que influenciam a conscientização das unidades de serviço público no Vietnã ao aplicar as Normas Internacionais de Contabilidade Pública (IPSAS). Busca identificar os principais elementos que afetam a implementação dessas normas e como as unidades de serviço público no Vietnã as percebem.

Métodos: O estudo utiliza uma abordagem baseada em questionário, coletando dados de 223 unidades de serviço público em diversos setores, como educação, saúde e administração pública. O questionário foi elaborado utilizando uma escala Likert de 5 pontos para medir o conhecimento, a experiência e as atitudes de contadores e gestores em relação às IPSAS. A análise foi realizada utilizando o software SPSS 26 para identificar os principais fatores que influenciam a conscientização e os custos de implementação.

Resultados: A pesquisa identificou três principais fatores que influenciam a conscientização e a aplicação das IPSAS: o conhecimento e a experiência do pessoal contábil, os custos associados à implementação das IPSAS e o apoio gerencial. Verificou-se que as unidades públicas com funcionários mais bem treinados e com forte apoio gerencial foram mais bem-sucedidas na adoção das IPSAS. No entanto, os altos custos de implementação, especialmente em termos de treinamento de pessoal e atualizações de sistemas, representaram desafios significativos.

Contribuição: O estudo oferece insights valiosos sobre os desafios da adoção de normas contábeis internacionais no setor público do Vietnã. Enfatiza a necessidade de melhorar o treinamento e o apoio gerencial para garantir a implementação bem-sucedida das IPSAS. Os resultados contribuem para a discussão em andamento sobre a modernização das práticas contábeis públicas no Vietnã e fornecem recomendações para melhorias futuras.

Conclusão: A aplicação das IPSAS nas unidades de serviço público do Vietnã é influenciada por diversos fatores, incluindo a expertise da equipe, os custos de implementação e o apoio gerencial. Enfrentar esses desafios por meio de treinamento direcionado e investimento financeiro é essencial para a adoção bem-sucedida dessas normas, que são cruciais para melhorar a transparência e a responsabilidade no setor público.

Palavras-chave: Normas vietnamitas de contabilidade pública. Indústria. Normas internacionais de contabilidade pública. Unidades de serviço público.

1. INTRODUCTION

In 1996, the International Public Accounting Standards Board (IPSASB) of the International Federation of Accountants built and developed a set of high-quality accounting standards to improve transparency and accountability of the public sector. Information on public sector financial statements meets the needs of stakeholders (Rossi et al., 2016). In the context of globalization, the recording of transactions and operations arising in public units needs to be consistent between countries. Furthermore, transparent, consistent and comparable financial reports in the public sector are the basis for Governments to attract foreign direct investment (FDI) and strengthen their competitive position among countries.

Currently, many countries around the World have applied international public accounting standards (IPSAS), from developed countries such as Switzerland, Spain, Russia, to developing countries in Asia such as Malaysia, Philippines, Pakistan, Sri Lanka, Laos, East Timor, etc. This is due to the increasing demand of relevant parties (Sponsors, people, investors, etc.) with financial information and move towards a unified financial reporting framework, more suitable for the public sector (PWC, 2018). Therefore, the number of countries applying accrual basis accounting in accordance with IPSAS is increasing. Not out of that trend, Vietnam has issued a Project and published two consecutive rounds of Vietnam Public Accounting Standards (VPSAS), specifically 5 public accounting standards in round 1 and 6 public accounting standards in round 2, It is an inevitable and necessary effort to make information transparent in the current context of increasingly deep international economic integration. Building a national public accounting standards system based on the IPSAS-wide approach will be the basis for providing timely and honest financial information to improve capacity, efficiency, and openness in management. resources of public sector units.

Despite the widespread acceptance of IPSAS around the world, the reality is that there is still little empirical research on the factors affecting the adoption of IPSAS in public entities around the world through public perception by clerk. A number of other studies have analyzed environmental factors that affect the implementation of IPSAS in a country such as factors of Political support, legal framework, Government information system (Hamisi, 2012; Tanjeh, 2016; Miraj & Wang, 2019).

After publishing 2 rounds of Vietnam public accounting standards (VPSAS), with 11 public accounting standards, specifically 5 public accounting standards in round 1 are: VPSAS 01 "Presentation of financial statements"; VPSAS 02 "Cash flow statement"; VPSAS 12 "Inventory"; VPSAS 17 "Property, plant and equipment"; VPSAS 31 "Intangible assets" and 6 standards of round 2 are: VPSAS 05 "Borrowing costs"; VPSAS 09 "Revenue from exchange transactions"; VPSAS 11 "Construction contracts"; VPSAS 14 "Events arising after the end of the annual accounting period"; VPSAS 23 "Revenue from non-exchange transactions"; VPSAS 24 "Presentation of budget

information in financial reports" (Ministry of Finance, 2021; Ministry of Finance, 2022) ,and preparing to promulgate public accounting standards phase 3. The Ministry of Finance has tried very hard to promulgate and move towards mandatory application of accounting standards work according to the roadmap. However, there are still many problems because the regulations of international public accounting standards applied to Vietnam still have many inadequacies and problems due to different policies and management mechanisms, and the laws are not similar. The level of accounting staff does not meet the requirements, the implementation costs of conversion and the thinking of unit leaders are major obstacles. Therefore, the implementation process is still slow.

The objectives of this study are (1) to evaluate the factors affecting the application of public accounting standards in public service units through the perceptions of public service units when applying standards. Vietnamese public accounting standards; (2) propose solutions to promote the application of international public accounting standards in Vietnam. To achieve that goal, this article is structured into five parts. In addition to the introduction, the second part presents background theories related to factors affecting the application of public accounting standards in public service units, and the third part refers to an overview. research projects and research hypotheses. Research methods and results will be presented in parts 4 and 5. The final part provides conclusions and recommendations.

Theoretical background related to awareness of the application of public accounting standards.

Grounded theory: an inductive technique that helps interpret stored data about a social phenomenon to build a theory about that phenomenon

Cognitive theory: The idea of cognition since from Plato and Descartes, the first philosophers interested in understanding how people thinking. Cognition includes awareness, attention, and memory. Cognitive theory seeks to explain human behavior by studying the cognitive processes involved when attempting to learn and understand human behavior by examining the brain's internal cognitive processes. Cognitive theory holds that the human mind is like a computer that continuously processes and encodes data. According to cognitive theory, when a person undergo stimulation, their mind turns to previous diagram (or internal frameworks created by memory) to help them make sense of this information. If the information is new, the brain will use previous schemas to help them interpret the new experience. When the mind receives information, it encodes it into new information or searches memory for that information. This is called assimilation and it is an important part of creating people's perceptions through the process of selecting, organizing and interpreting stimulation. However, if they cannot absorb the experience based on their current internal model, they will have to adjust their internal model to make space for new stimulation. This is called accommodation. Cognitive theory has applications in many fields, it is a prominent branch of science (cognitive science) and psychology (cognitive psychology).

Whether or not public accounting standards are favorable or not is greatly influenced by the views and perceptions of those involved in their interests and work. That is: The person who

implements and applies that standard (the accountant), the person who decides to implement and apply public accounting standards... When there are changes that affect people's ways, there will be changes. natural reactions in the process of assimilation. Their perceptions are influenced and depend on many influencing factors such as: level, audio-visual process, training, information channels conveyed to receive (can be voluntary or mandatory). (https://vi.wikipedia.org/wiki/Nh%E1%BA%ADn_th%E1%BB%A9c)

1.2. Agency theory

Agency theory represents a relationship in which one or more agents/principals delegate tasks to subordinates to perform their work which involves delegating some decision-making authority to the agent. Agency theory holds that conflict is likely to arise when there is incomplete and asymmetric information between the principal and the principal. Both parties have different interests, so to minimize conflicts, the representative/authorizing party needs to disclose relevant financial information through financial reports and internal reports. In public units, middle managers and employees are authorized by the unit head. Therefore, the head of the unit should disclose information in the financial statements that is timely, reliable, easy to understand, comparable and truthful to authorized persons, because such information can relate to their interests (Obara & Nangih, 2016). If information is not fully provided, it can have a negative impact on the authorizing party (representative) and may be self-interested, not maximizing the benefits for the authorized party (Abang'). a, 2017).

Agency theory has been applied by many researchers in accounting research to examine the relationship between the agent and the principal, who are accountants (Obara & Nangih, 2016; Abang'a, 2017). This theory becomes relevant to the current study because the application of IPSAS promotes full disclosure of financial information, allowing users of financial information to make appropriate decisions. Disclosure of information according to international accounting standards will increase the trust of authorized persons in the heads of public units, and more broadly in the Government (Nkwagu et al., 2016). The quality of information in financial reports disclosed to society and stakeholders, on the one hand, ensures the legitimacy of the operations of local governments and public units. On the other hand, minimize the information asymmetry about benefits between the representative and the principal.

1.3. Institutional theory

Institutional theory and agency theory are the basic theoretical framework of this study. From a management perspective, an institution is “a structural system in which individuals holding power are committed to certain values or interests”. Along with this approach, Jepperson (1991) believes that

institutions are models that implement regulations and rules in practice, in which, "the model is implemented through regulations on rewards and punishments that are implemented in practice." constructed by state authorities to build society and resist negative changes. This definition emphasizes the role of state power and agencies in ensuring values and benefits for the nation.

Therefore, the existence of institutions directly affects the behavior of individuals, organizations and societies. In some cases, organizations operating within a social institution are under coercive pressure and are required to comply with common rules and regulations. Donors and international credit institutions only carry out sponsorship activities when information on those countries' financial reports is required to be transparent and complete (Alon & Dwyer, 2014; Judge and al., 2010). On the other hand, external pressure, economic integration with the region and the world, and increased competitive pressure push countries to apply "best practices" such as international accounting standards. (Judge et al., 2010), in order to improve the performance of the organization within that institution. Also, according to institutional theory, each organization needs specific resources to survive such as human resources, physical resources and financial resources. These resources will affect the application of regulations and accounting standards in that organization.

1.4. New Public Management Theory

New public administration theory was introduced in the late 1970s and early 1980s in the United Kingdom and the United States when economic recession and tax problems became serious, leading to the creation of new public administration methods. to improve the performance of the public sector (Gruening, 2001). New Public Management (NPM) includes many reform methods from organizational structure to innovating financial systems and budget management to more effectively for service-providing organizations in the government agencies and organizations at both local and national levels.

This theory focuses on efficiency, financial discipline, reinforced accountability and information transparency for stakeholders (Chan, 2003; Gruening, 2001). Thanks to that, public services in public units become more "business-like" and bring benefits to the people - the direct beneficiaries of public services. Applying public accounting standards (IPSAS) is one of the important solutions to reform the outdated and less transparent financial management system in the public sector. With new public administration theory, scholars believe that the application of international public accounting standards will improve the quality of accounting information provided to make information transparent and increase the accountability of managers. (Abang'a, 2017; Babatunde, 2017). The implementation of reforms when applying IPSAS must be carried out in a roadmap, based on the legal foundation, human resource development, careful preparation of financial resources and commitment and support from the government. administration in public units. Only then will the implementation of

IPSAS be likely to be successful, the quality of information on financial reports will be improved, and the management and administration of public units will be more effective.

All theories show the need to apply accrual-based IPSAS to improve information quality, provide a correct and fair view of the financial situation of public units and the accountability of public units. manager. In the process of applying IPSAS, public units need to pay attention to human and financial resources so that the implementation of public accounting standards in public service units is effective. results as expected.

2. FACTORS AFFECTING AWARENESS AND RELATED RESEARCH PROJECTS

Based on the theoretical basis in section 2 presented, the hypotheses in the study are: Respondents' understanding of public accounting standards/Knowledge and experience of accountants/ Cost of implementing public accounting standards/ Manager support. Specifically presented as follows:

2.1. Staff knowledge and experience

In institutional theory, staff is one of the organization's important resources to carry out assigned tasks. Employee knowledge and experience is one of the important factors promoting the application of international accounting standards in public units. Developed based on international financial reporting standards (IFRS), IPSAS is a set of high quality, relatively complex standards, so understanding and applying requires qualifications, knowledge and capacity. certain expertise and knowledge (Sellami & Gafsi, 2019). Its suggests that countries with low education levels and weak expertise fail to implement international accounting standards (IFRS). Qualifications and professionalism are considered factors to ensure successful implementation of IFRS. Research results in 17 countries in Europe show that accountants' educational level and knowledge have a positive relationship with IFRS acceptance. For the public sector, research by Mir and Sutiyono (2013) suggests that the Indonesian public sector faces a challenge in generating high-quality information because the qualified accounting workforce is limited, leading to Applying IPSAS faces many difficulties. According to Tanjeh (2016), employee qualifications affect attitudes and willingness to approach new regulations in the field of public accounting. Qualifications of accountants include knowledge and experience of accounting systems in public entities. Survey results at Cameroon's Ministry of Finance show that IPSAS application has a positive relationship with the knowledge and experience of accounting staff in this country. To provide timely and reliable financial information to support fiscal and budget management, applying IPSAS requires a team of qualified and experienced

accounting staff. With the above viewpoint, the first group of influencing factors is: Knowledge and experience of employees that affect IPSAS application

2.2. IPSAS Implementation Costs

According to institutional theory, to implement IPSAS in many countries, a certain financial resource must be consumed. Prewitt (2013) points out that personnel training costs are very high to implement international accounting standards (IAS/IFRS). The cost of training accounting and auditing staff will increase the total cost of implementing international accounting standards. That could result in costs that outweigh the total benefits of implementing international accounting standards. Therefore, the cost of training employees to implement IFRS is an obstacle for most businesses in developing countries.

For public entities, when the unit implements accounting reform through the use of IPSAS, the costs incurred are very high (Tanjeh, 2016). Costs incurred when applying IPSAS include costs of training accounting staff to work with new accounting regulations and use new accounting software; Cost of upgrading information technology (hardware and software) to deploy IPSAS. In addition, the unit will hire specialized consultants for the use and operation of IPSAS for a certain period of time (Whitefield, 2016). Therefore, to successfully implement IPSAS, public entities need strong financial resources or support from the central government or local government (Ouda, 2004). Matekele & Komba's (2019) study on the implementation of accrual-based IPSAS in Tanzanian government agencies shows that IPSAS implementation incurs costs for training accountants and auditors investing in software and hardware systems. Countries like Tanzania need support in terms of financial resources from domestic and foreign organizations to successfully implement IPSAS. Therefore, the second group of factors will be: *IPSAS Implementation Costs (IIC)*

2.3. Support from Manager

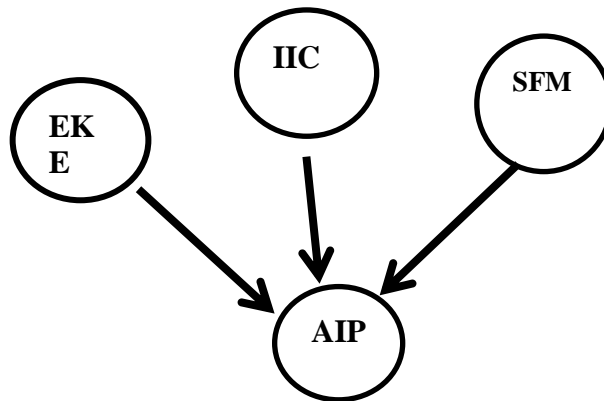
According to new public administration theory, the support of senior administrators is one of the factors influencing the reform of the accounting system in the public sector, in order to improve management efficiency. Managerial support and commitment are understood as the manager's influences to maintain employee behavior to achieve certain goals. When manager support increases, work performance improves. Managers' support and commitment often involve investing in, upgrading information technology systems, and being willing to provide the necessary resources so that the system can operate more perfectly (Hemanth, 2013). In addition to investing and upgrading information technology systems, the support of managers at all levels is also a driving force for

employees to improve working processes, faster access to new regulations and operations. accounting information system more effective

Mbelwa et al.'s (2019) research on the implementation of accrual accounting according to IPSAs in Tanzanian public entities shows that participation and support from the top leadership of the entity creates positive effects. between accountants and auditors in implementing IPSAS on an accrual basis. When a new accounting system is implemented, support from senior management will increase employee awareness and encourage employees to perform their work effectively. Tanjeh (2016) also found that support from top management has a positive relationship with accrual-based IPSAS implementation. Other studies by Adhikari & Mellemvik (2011) and Azmi & Mohamed (2014) show that support from senior leaders and managers at all levels is a factor influencing the application of IPSAS in public service units. in Nepal and Malaysia. From there, the study proposed the third group of influencing factors: *Support from Manager (SFM)*

Based on the theory and research hypotheses presented above, the expected forward-looking research model is presented as follows, (Diagrams 1):

(Which: *AIP* - Apply IPSAS / *EKE* -Employee knowledge and experience / *IIC* - IPSAS Implementation Costs / *SFM* - Support from Manager)



Diagrams 1: Research model

3. METHODS

3.1. Design the questionnaire and select the measurement scale

The purpose of the study is to evaluate the factors affecting the application of IPSAS at public service units in Vietnam. To answer research questions and use analytical methods via Google forms.

In order to test the suitability of the survey questions, the project conducted a pilot investigation by sending this survey to 50 leaders, chief accountants and accounting staff in 6 provinces (Hanoi City; Ho Chi Minh City; Hung Yen, Hai Duong; Bac Giang; Phu Tho; Hai Phong;

....) in the fields of Health, Education... and other public service units in Vietnam . The initial investigation mainly sent to leading units such as the Ministry of Health, the Ministry of Education, universities, finance departments, and health departments, so with 50 test samples, most of them had knowledge. understand international public accounting standards (IPSAS) as well as the roadmap for applying IPSAS in their units. Feedback from the pilot survey was used to revise the survey accordingly and then officially conduct a large-scale survey sent to 230 individuals of 230 specific units in the public sector (all Subjects with a sense of responsibility and enthusiasm responded to the questionnaire over a period of more than a month of distributing and receiving the questionnaire.

The survey questionnaire was built with 3 main parts (part 4, part 5, part 6 and part 7) in addition to the introduction and other content to better understand the unit and the people being surveyed, from there. More specific comments are in <https://docs.google.com/forms/d/>. In the questions to identify influencing factors, the study used a 5-level Likert scale from 1 to 5 to collect and analyze.

3.2. Select research sample and data collection method

There are many different views on sampling appropriately in factor analysis and testing research hypotheses. In the study, Tabachnick and Fidell (2007) suggested that the minimum sample size needed to be achieved was calculated according to the formula $(50 + 8 * \text{number of independent variables})$. Hair and colleagues (2006) stated that the sample size used for testing analyzes is expected to be at least 5 times the total number of observed variables. Research by Roger (2006) shows that the minimum applicable sample size in quantitative studies is 100-150. Therefore, when choosing the number of samples according to the principle, oversampling is better than less sampling. With the number of observed variables (number of survey questions) being 19 variables, the study plans to sample from 200 to 250.

Regarding interview subjects, the study selected potential respondents including accountants, general accountants, chief accountants, heads of accounting wards, leaders of public financial management units, who are Subjects directly related to applying IPSAS through the Vietnamese public accounting standards system. These interviewees work at public service units, with a working period of 1 year or more, to have certain understanding about the application of IPSAS in the near future.

To collect data conveniently, the study used the seed development method in sampling for the official study. The seed development method is carried out as follows: (1) accurately identify an individual belonging to the survey target group, invite them to participate in the survey (directly send the survey form, urge them to answer the form); (2) ask them to introduce their colleagues who meet the conditions to participate in the survey. With this method, we invited subjects to choose to participate in the survey that was suitable for the survey subjects and thereby developed the necessary survey sample size.

Surveys are sent to survey subjects via email with the survey link on "google form". During the survey period from June 2023 to November 2023, we sent a total of 63 survey subjects working in public units, directly asking them to answer the questionnaire and asking colleagues to do the planning. The team responded to the survey with a total of 230 individuals sent. At the end of the survey period, we received back 223 surveys, all of which met the requirements. Used to systematize and process information through SPSS 26 statistical software

4. RESEARCH RESULTS

4.1. Description of research sample results

Through collecting survey results, 223 survey forms were obtained, reaching 96.96%, ensuring sampling and data collection requirements. Specific results: (<https://docs.google.com/forms>). Through aggregated data and analysis on Google forms, it shows:

In part 1: Information on surveyed units (from questions 1 to 4): 89 votes in the field of educational activities (rate of 39.9%), Health sector 55 (rate of 24.7%), Public administration sector, political organizations to learn about the awareness of all public sectors on the application of IFSAS/ in which public service units have regular and state-sponsored expenses. investment is 17 votes (rate of 7.6%), public service units self-guarantee part of regular expenses is 62 votes (30.4%), public service units self-guarantee regular expenses. 44 votes (21.4%), public service units that self-finance regular and investment expenditures are 17 votes (8.3%), and these units under central management have 50 votes (24 votes). %, local management 126 votes (61.2%), other units 30 votes (14.6%). With the number of votes sent from 3 regions: 99 votes in the North (48.1%), 46 votes in the Central region (22.3%), and 61 votes in the South (29.6%).

Part 2: Information of surveyed people (from questions 5 to 8): Mainly respondents had university degrees with 152 votes (68.2%), post-graduate degrees with 49 votes (22%), and college degrees. 15 votes (6.7%), intermediate level 7 votes (3.1%).

Regarding experience, the majority of respondents had experience over 5 years: 129 votes (57.8%), from 3-5 years: 36 votes (16.1%), from 1 to 3 years: 38 votes (17%), under 1 year 20 votes (9%)

Position held by the interviewee; Chief accountant 3 votes (1.3%), department manager 21 votes (9.4%), accountant 167 votes (74.9%), other leaders 32 votes (14.3%)

Part 3: Surveyed people's understanding (from question 8 to question 13):

Of the 223 questionnaires received, up to 150 responded that they knew they had passed (67.3%), the remaining 73 (32.7%) answered that they did not know about public accounting standards. Those who knew about the standards public accounting is mostly known from other sources

(friends, professional exchange...) with a rate of 44.8%, 20.6% is known through updating knowledge, fostering and training, 22 % learned from newspapers, radio and television stations and 12.6% learned during their studies at university. Meanwhile, 61.9% have read accounting standards, 24.2% of subjects know but have not read the standards and 13.9% have read the standards but do not understand the applicable content of the standards. 10.8% of subjects think that Public Accounting Standards are difficult to understand and apply, 36.3% think that it is very difficult, 48.9% think that it is normal like other regulations and only a very small percentage is 4%. believes that public accounting standards are not difficult to understand and apply. They are also aware that if public accounting standards are applied to the unit, the data will be more transparent with a rate of 63.7%, of which 32.7% have no opinion and only 3.6% agree. that there is no difference when applying IPSAS. 64% of opinions think that applying public accounting standards to current units is appropriate, 35.9% think that it is not appropriate to apply public accounting standards at the present time.

Parts 4, 5,6,7: Knowledge and experience of accountants (From questions 14 to 19) are conducted to test the relationship between basic factors related to the application of accounting standards of international public accounting. (Table 1)

The results summarized above show that the rate of hesitant responses to questions posed with each specific factor ranges from 20.2 to 39%, showing that their awareness is still uncertain about the question. fabricate. The percentage of opinions with the highest degree of certainty is from 10.8% to 20.6%, of which 20.6% is the opinion that the unit budget needs to be supplemented to prepare for the implementation roadmap. current unit. Opinions agreeing with the questions asked have the highest rate from 29.6% to 51.6% with the majority of interview questions having rates above 40%. The answers to levels 1 and 2 of "disagree" and "strongly disagree" have a very low rate (rate from 1.3% to 15.7%), showing the basic awareness of the respondents. Public units on the application of international public accounting standards have been raised after Vietnam has been applying the accrual principle to public units to make information transparent in financial reports.

Table 1: Summary table of influencing factor ratios and basis for building corresponding variables

Key factors affecting cognition	Grounds for determining specific factors	Research variables	Multiple-choice factor-specific questions	Response rates at different levels (%)				
				Very disagree	Disagree	Hesitate	Agree	Strongly agree
<i>Employee knowledge and experience (EKE)</i>	From the author's research	EKE1	Not familiar with applying accrual accounting principles in circular accounting (Question 14)	4,9	15,7	39	29,6	10,8

		EKE2	The implementation of Circular 107/2017/TT-BTC still has many problems and difficulties (Question 15).	4,5	10,3	26,9	44,4	13,9
		EKE3	Have not had access to training materials on implementing public accounting standards (Question 16)	4	9,9	24,2	47,5	14,3
	Agyemang (2017), Chibunu (2019), Miraj & Wang (2019)	EKE4	No experience in applying public accounting standards in accounting work. (Question 17)	4,9	13,9	20,2	45,7	15,3
		EKE5	Preparing financial reports according to public accounting standards will face many difficulties. (Question 18)	7,6	12,6	25,6	42,2	12
		EKE6	Lacking ability to control accounting activities when applying public accounting standards. (Question 19)	4,9	14,8	24,2	41,3	14,8
IPSAS Implementation Costs (IIC)	Hamisi (2012), Agyemang (2017), Miraj & Wang (2019)	IIC1	IPSAS implementation costs are difficult to estimate (Question 20)	2,2	10,8	34,1	37,7	15,2
		IIC2	The cost of training personnel to apply IPSAS is high (Question 21)	2,2	8,5	29,6	46,2	13,5
		IIC3	High cost of upgrading/investing in accounting software and hardware to deploy IPSAS (Question 22)	3,1	7,2	23,8	47,5	18,4

		IIC4	Consulting costs for preparing financial statements according to IPSAS are high (Question 23)	3,1	9	23,4	48,9	15,7
		IIC5	The unit's budget needs to be supplemented to apply IPSAS (Question 24)	2,7	5,4	24,7	46,6	20,6
<i>Support from Manager (SFM)</i>	From the author's research	SFM1	Managers find it necessary to apply public accounting standards to their units. (Question 25)	1,8	8,5	28,7	46,6	14,3
		SFM2	Managers are concerned about the budget for accounting staff training and system upgrades. (Question 26)	4	8,1	32,3	43,5	12,1
	Rahayu (2012), Azmi & Mohamed (2014SFM)	SFM3	Managers are concerned about the budget for accounting staff training and system upgrades. (Question 27)	4,9	7,2	29,1	46,2	12,6
		SFM4	Managers commit to support the training of human resources to meet the requirements of implementing public accounting standards (Question 28).	3,6	7,2	31,8	45,7	11,7
		SFM5	Managers always ensure objectivity in implementing commitments and providing support to employees. (Question 29)	2,7	5,8	27,4	51,6	12,5
<i>Apply IPSAS (AIP)</i>	Ionaşcu et al (2014); Salia & Atuilik (2018).	AIP1	Awareness of the benefits of applying IPSAS at the unit (Question 30)	1,4	5,4	32,9	46,8	13,5
		AIP2	Awareness of costs when applying IPSAS (Question 31)	1,3	4,9	35,9	47,1	10,8
		AIP3	Deploy IPSAS application according to management agency requirements (Question 32)	1,8	6,3	28,7	48,9	14,3

Source: Author's source compiled and analyzed

4.2. Test the reliability of variables in the research model

The results of testing the scale of factors using the Cronbach Alpha coefficient show that the coefficients are all greater than 0.8 (table 2), the total correlation coefficients of observed variables in a factor are all greater than 0.5. That shows that the research variables are appropriate and reliable.

Table 2: Results of reliability testing

No	Independent variable/dependent variable	Cronbach's Alpha	Corrected Item-Total Correlation
1	Employee knowledge and experience	0.869	0.566 - 0.731
2	IPSAS implementation costs	0.917	0.711 - 0.831
3	Support from manager	0.942	0.758 - 0.902
4	IPSAS Applying	0.917	0.805 - 0.858

Source: Author's source compiled and analyzed from SPSS 26

With Cronbach Alpha scale reliability testing, we are evaluating the relationship between variables in the same group, the same factor, not considering the relationship between all observed variables in the factors. other. Meanwhile, EFA considers the relationship between variables in all different groups (factors) to detect observed variables that load on many factors or observed variables that are assigned the wrong factor from the original factor. head.

4.3. Exploratory factor analysis

After meeting the reliability test requirements, 16 observed variables of 3 independent variables continue to be included in factor analysis.

Analysis results from the data in Table 3 show that the KMO coefficient is quite high ($0.885 > 0.5$), the Bartlett test has $p\text{-value} = 0.00 < 0.05$, with the total variance used to explain the factors being 86.256% ($> 50\%$) in the results of the “Total Variance Explained” table should satisfy the conditions of factor analysis. (table 3)

Table 3: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.885
Bartlett's Test of Sphericity	Approx. Chi-Square	2704.712
	df	120
	Sig.	.000

*Source: Author's source compiled and analyzed from SPSS 26

Factor loading coefficients are mostly greater than 0.5, the Eigenvalue coefficient represents the amount of explained variation > 1. Observed variables omit some factors that do not ensure frequency of occurrence 2 That time IIC1, IIC4, EKE5 and EKE6 are extracted in Table 4

Table 4: Rotated Component Matrixa

	Component		
	1	2	3
SFM4	.939		
SFM3	.935		
SFM2	.900		
SFM5	.875		
SFM1	.832		
IIC3		.844	
IIC2		.841	
IIC5		.777	
EKE3			.808
EKE2			.742
EKE4			.737
EKE1			.657
Extraction Method: Principal Component Analysis.			
Rotation Method: Varimax with Kaiser Normalization.			
a. Rotation converged in 4 iterations.			

Source: Author's source compiled and analyzed from SPSS 26

Then conduct regression analysis and test the research hypothesis. From the output results, table KMO and Barlett's Test, Total Variance Explained, Rotated Component Matrix. The KMO and Barlett's Test table are exactly the same as the independent variable.

4.4. Regression analysis and testing of research hypotheses

After exploratory factor analysis, the study examines the correlation between variables in the model by using the "Pearson's Correlation" coefficient to quantify the tightness of the relationship between independent variables and variables. dependent. With the results of the two independent variables being less than 0.05, there is no correlation and there is almost no possibility of collinearity between these two variables. In the results of the Correlations table, it is shown that the symbols * or ** are mainly seen on the data, so when there is "***" it shows that this pair of variables has a linear correlation at the 99% confidence level (corresponding to the 99% confidence level). significance 1% = 0.01). which is collected on the analysis table. The symbol "***" indicates that this pair of variables

has a linear correlation at the 95% confidence level (corresponding to a significance level of 5% = 0.05). Board

Table 5: Correlation matrix between variables

		SK	IM	TM	IP
EKE	Pearson Correlation	1	.987**	.992**	.986**
	Sig. (2-tailed)		.002	.001	.002
	N	223	223	223	223
IIC	Pearson Correlation	.987**	1	.991**	.988**
	Sig. (2-tailed)	.002		.001	.001
	N	223	223	223	223
SFM	Pearson Correlation	.992**	.991**	1	.998**
	Sig. (2-tailed)	.001	.001		.000
	N	223	223	223	223
AIP	Pearson Correlation	.986**	.988**	.998**	1
	Sig. (2-tailed)	.002	.001	.000	
	N	223	223	223	223

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Author's source compiled and analyzed from SPSS 26

With the purpose of determining the influence of factors on the application of IPSAS, the study designed a multivariate model as follows: $IPS = a + b_1SKE + b_2IMC + b_3TMS$. Put the above 4 factors into the regression run using the Enter method. The regression results show that the model fits well with the research data with adjusted R2 coefficient = 0.987 with a significance level of 0.05. That shows that the 3 independent variables explained 98.7% of the change in the dependent variable, the remaining 1.3% was due to variables outside the model and random errors. The Durbin - Watson coefficient = 2.48 is in the range of 1.5 to 2.5, so no first-order serial autocorrelation occurs.

Table 6: Assessing the model's suitability

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.998 ^a	.997	.987	4.92897	2.480

a. Predictors: (Constant), SFM, IIC, EKE

b. Dependent Variable: AIP

Source: Author's source compiled and analyzed from SPSS 26

Results of regression analysis related to 3 factors affecting the application of IPSAS in public service units, specifically as follows:

The analysis results in the "Coefficients" results table show that all three explanatory variables tested in this study include employee knowledge and experience, implementation costs, and managers' support in applying them. international public accounting standards are correlated and statistically significant in the analytical model with sig. < 0.05. Variance inflation factor (VIF) is > 1, so it can be concluded that there is no multicollinearity phenomenon between these three factors. The estimation results show that the regression coefficients of the relationships in the model are all statistically significant at the 0.05 level. The two factors SK and TM both have a positive impact on the application of IPSAS, while IM has a negative impact. Thus, all three research hypotheses are correctly accepted.

Evaluation and recommendations.

Evaluation

Many countries recognize the importance of effective financial management in public sector entities. Applying IPSAS to build and perfect the national public accounting standards system is an increasingly strong trend to improve the quality of accounting information and accountability of administrators. Create international confidence when investment capital is needed for national development. With awareness of the application of IPSAS among accountants in public service units through survey data, research results show that:

The awareness of public units is very important in implementing and applying international public accounting standards to Vietnamese public units through awareness assessments to directly related subjects when Apply international public accounting standards to Vietnam. The awareness of public units often focuses on 3 main groups of factors, including specific impact factors. Through collected data, analysis and assessment, it can be seen that:

- Employee knowledge and experience have the greatest influence on the implementation of VPSAS in public service units.

The results of questions 14 to 16 show the level of access to knowledge of public accounting standards as well as new regulations converting from cash accounting to accrual accounting principles. The new accountant is in the process of getting acquainted, so there are still many confusions, difficulties and unresolved problems, so the awareness of application and readiness to apply public accounting standards to the unit is very difficult. Because the problems caused by the conversion to apply public accounting according to the accrual principle still exist and have not been completely resolved, accessing IPSAS or VPSAS standards is still too difficult for accountants in these areas. public units even though Vietnam public accounting standards (VPSAS) have been issued. Helping accountants have time to access and learn about international accounting standards is the most necessary work of implementing and applying units today.

The knowledge and experience of employees can be explained that when accounting staff have knowledge of IPSAS, are trained in using IPSAS, and are consulted during the operation process, the application of IPSAS in units Your career will be smoother and easier. The relationship between “IPSAS application” and “employee knowledge and experience” is positive when the ratio results are similar. This result is consistent with the research of Lüder (1992), Iyoha and Jimoh (2011), Agyemang (2017) confirming that the experience of accountants and the recruitment of qualified personnel have a large positive influence. especially on the application of IPSAS in public units.

- Manager support is the second most influential factor in applying IPSAS. Specifically, when managers fulfill their commitments on investment, upgrading information systems, supporting the training process of accounting staff, and providing human resources to meet the requirements of the accounting apparatus. will reduce barriers in applying IPSAS at the unit. The result of this group of factors with IPSAS application is a positive relationship, consistent with Tanjeh's (2016) study showing a close relationship between manager commitment and IPSAS application. To successfully apply public accounting standards, administrators in Vietnamese public service units need to objectively implement management commitments and maintain support for the accounting department throughout the process of IPSAS implementation.

- The cost of implementing IPSAS has an inverse relationship with the application of IPSAS in revenue service units. The results of author Nguyen Thanh Hung's research (2022) show that an increase of 1 unit in implementation costs will reduce the opportunity to apply IPSAS by 0.194 units. Interviewees believe that the cost of implementing IPSAS has a "negative" impact on the application of IPSAS in revenue-generating public service units in Vietnam. This is consistent with Ouda's (2004) study that found that many countries that have not successfully implemented IPSAS lack financial resources. Hamisi (2012) in his research pointed out that, in developing countries like Kenya, financial resources are a factor that hinders the application of IPSAS. To successfully implement IPSAS, countries need financial support from the International Monetary Fund (IMF) and the World Bank (WB). Therefore, to implement the project of Vietnam's public accounting system on the IPSAS platform effectively and successfully.

Some recommendations

In order for the implementation roadmap to apply international public accounting standards to Vietnam to be smooth, public accounting units need to have a good awareness of this specific issue.

Firstly: To have a team of knowledgeable and experienced accounting workers, it is necessary to select and recruit additional personnel with good professional qualifications to control and effectively manage the accounting information system in the organization. During the IPSAS implementation process, accounting workers who are already working need to improve their

knowledge and proactively access IPSAS guidance documents, specifically VPSAS, to have the necessary knowledge during the implementation process. Deploying the international public accounting system to Vietnam. For accounting human resource training units, it is also necessary to coordinate with public units to update knowledge for already working accounting workers and at the same time include standard subjects in the curriculum. International public accounting for future accounting workers who can apply and apply public accounting standards well in their units after graduating.

Second: To be able to have a team of accounting workers in accordance with new regulations and policies, it is necessary to have the consensus of managers, to support accounting staff to update new knowledge and new regulations on accounting. international accounting standards, financial support for upgrading related facilities to better perform accounting work such as software, computers...

Third: It is necessary to prepare estimates of implementation costs when applying public accounting standards to public service units. To achieve this, the Ministry of Finance and public service units in Vietnam need to consider and allocate more investment funds, upgrade information technology systems, staff training funds and advise on experts to make the process of implementing and applying public accounting standards more convenient

CONCLUSION

This research article has partly synthesized, identified and evaluated a number of factors affecting the awareness of a number of subjects representing public units on the application of international public accounting standards. into Vietnamese public units and from there make some comments and recommendations based on the research results. However, the research still has certain limitations, time and cost constraints... the survey research with a sample size is still quite modest compared to the scale and number of accounting staff of public service units. public – is the subject that will deploy IPSAS in the near future. In addition, future research can expand or focus on analyzing the effectiveness of applying IPSAS on the quality of information on financial reports of public service units in Vietnam./.

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