

**THE EFFECT OF INTERNAL CONTROL SYSTEM,  
ORGANIZATIONAL CLIMATE, MOTIVATION AND DISCIPLINE  
STRENGTHENED BY THE SKILLS ON EMPLOYEE PERFORMANCE**

(Empirical Study in The Yogyakarta District Court)

**UNDERGRADUATE THESIS**

Submitted as a Partial Fulfillment of the Requirement for the Attainment of the Bachelor Degree of Economics in International Program of Accounting, Faculty of Economic and Business, Universitas Muhammadiyah Yogyakarta



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**2020**

## STATEMENT OF ORIGINALITY

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I hereby declare that this undergraduate thesis entitled “**THE EFFECT OF INTERNAL CONTROL SYSTEM, ORGANIZATIONAL CLIMATE, MOTIVATION AND DISCIPLINE STRENGTHENED BY THE SKILLS ON EMPLOYEE PERFORMANCE (Empirical Study in The Yogyakarta District Court)**” does not consist any content that ever being proposed for any degree in other university, ideas of any research and publication of others, in exception all quotes and ideas which are purposely taken are considered as the research references and listed in the reference list. Therefore, if any violation of intellectual right found in this study, I agree to accept any relevant academic consequences.

Yogyakarta, March 13, 2020



Refa Yunia

## **MOTTOS**

Allah tidak membebani seseorang melainkan sesuai kesanggupannya.

(Al-Baqarah ayat 286)

“Jadikan apa yang kita perbuat semata untuk mencari ridha Allah”

(Penulis)

“Karunia Allah yang paling lengkap adalah kehidupan yang didasarkan pada ilmu pengetahuan.”

(Ali bin Abi Thalib)

“Better to feel how hard education is at this time rather than fell the bitterness of stupidity, later”

(Anonimus)

Success need a process.

(Anonimus)

## **DEDICATION PAGE**

### **I would like to dedicate this undergraduate thesis to :**

- Allah SWT who has given me His blessings and grace so that this undergraduate thesis can be completed
- Prophet Muhammad SAW who has set an example or tauladan to all his people
- My Father Mahroni and My Mother Nanjulela who never tired of giving prayer, motivation, unconditional love and encouragement. My beloved sister, Resa Nailli Izzati dan Reyka Nadhira Insani thank you always support me.
- Bapak Rizal Yaya, Dr., M.Sc.,Ak.,CA who always given me patientlly guides, knowledge, and also his time to complete this undergraduate thesis
- My partner in every condition, Aura Mahardika dan Astrid Carolina Putri who always helping me, give me support when i was down, and give me motivate to finish my thesis soon. I'm one of the lucky person to have you.
- Poundsterling Club (Syifa, Ganes, Ijah, Citra, Isna, Niken, Key, Anggie, Pika, Adit, Wisnu, Edi, Fabio dan Kidar) thanks for always helping me when i need to completed my homework and unforgettable experiences. I will never forget the kindness of all of you.
- Lips (Nanda, Ratih, Monik, Dela, Rae, Reiga, Nadhira, Sierra, Eryn, and Wina) thank you for always make me laugh when we meet

- KKN 113, Dukun Wates. Thank you for your kindness for a month, make me laugh and also cry, always help me. Thanks for the funny moment when we dinner together.

## **PREFACE**

All praise and gratitude to Allah SWT who has bestowed His Grace and Hidayah so that the writer can finish this undergraduate thesis. Shalawat and greetings are always poured into the great prophet Muhammad SAW.

This undergraduate thesis entitled “The Effect of Internal Control System, Organizational Climate, Motivation and Discipline Strengthened By The Skills on Performance Employees” is written to fulfill one of the requirements for the attainment of the Bachelor Degree of Economics in International Program of Accounting, Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta. The success of the author cannot be separated from the support, guidance, help, and prayers from various parties.

Therefore on this occasion the writer would like to thank to:

1. Dr. Rizal Yaya as Dean of the Faculty of Economics and Business Universitas Muhammadiyah Yogyakarta and also as a supervisor who has provided guidance, advice, and support to writer to complete this thesis
2. Dr. Ahim Abdurrahim as Chairman of Accounting Department Faculty of Economics and Business Universitas Muhammadiyah Yogyakarta
3. Parents, family, and friends who always provided prayers, motivation, and guidance to the writer to complete the study
4. All lecturers of Accounting Department Faculty of Economics and Business Universitas Muhammadiyah Yogyakarta who have provided knowledge that is very useful for the writer

5. All parties who have helped in the process of preparing this undergraduate thesis that cannot be mentioned one by one.

Hopefully all forms of assistance that have been given to the writer will get rewards from Allah SWT. The writer realizes that this thesis is far from perfection. Therefore, the writer expects criticism and suggestions that are constructive. In conclusion, hopefully thesis can be useful for the readers.

Yogyakarta, March 10, 2020

Refa Yunia

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