



Audit and Accounting Procedures in Organizations (with reference to Petty Cash)

Santosh Ashok, Kamaladevi Baskaran

Abstract: Over the past few decades, auditing and accounting has gained extreme significance and become a crucial component in the operations of every organization. This is because responsibility is placed on organizations to satisfy all its stakeholders by complying with policies and procedures, which are viewed as ethical in nature by them. Considering the importance of auditing and accounting in the current competitive scenario, organizations have recognized that the proper petty cash auditing and accounting is a vital component in gaining a favorable image within the industry it operates apart from other types and methods of audit. However, there are other factors such as nature of the operations, size of the organization, misappropriation, theft, errors during reconciliation and accounting which affect the results of petty cash auditing and accounting. In view of the importance of auditing and accounting that enables the management for decision making, this study will provide a basic idea about the petty cash auditing, accounting, its impact on the cash balances, the overall liquidity and position within an organization. In addition to the idea and the impact about petty cash auditing and accounting procedures within an organization, this study also helps to find out how the cash used for payment of petty cash expenses utilized effectively and how the unutilized amount is accounted by the organizations. This research study will address about how organizations with the help of its internal and external stakeholders can improve its petty cash auditing and accounting procedures through feedback from all the relevant stakeholders. In addition to the global accounting policy for petty cash auditing and accounting set up by statutory bodies in the field of accounting and auditing, this study will also highlight how confident the management and the employees are about the level of transparency in petty cash auditing and accounting procedures. This study also benefits enthusiastic researchers in the field of finance and treasury who are aspiring and willing to perform advanced research on petty cash accounting and auditing and its impact on the organization's performance. One of the most common statistical tests i.e. independent sample t-test is used to find out how petty cash audit is viewed among organizations. Through independent t-test, it was found out that the systems put in place for petty cash audit and accounting are adequate but still there exists room for improvement.

Keywords: Overall liquidity position, transparency, global accounting principles, internal and external stakeholders, reconciliation errors, statutory bodies.

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I.INTRODUCTION

Petty cash auditing is considered as a critical component in the operations of every firm. Petty cash auditing covers the auditing of those transactions which are not huge in expenditure but are of significant in nature for conducting the activities within an organization. Considering the importance of managing the petty cash transactions within every organization, the purpose of this study is to understand how organizations handle its petty cash expenses as well as how its policies and procedures regarding the petty cash allowances are monitored and changed over a period depending upon its financial performance within its industry, how the limits are maintained regarding the amount of cash drawn by employees to cover their personal expenses. Even though petty cash transactions are considered as the least important during the process of the audit of every organizations state of affairs, this study is significant in terms of obtaining an general idea about how petty cash audit can be useful in handling the minor expenditures which can help every organization in the long run, how well petty cash transactions are accounted by every organization to ensure transparency in relation to usage of funds. The significance of this study can be related in terms of providing knowledge regarding petty cash audit in general and how well petty cash transactions can be accounted for on a regular basis. The context of this study can be directly related to the fact that organizations in practice have felt the need to add more value to the petty cash audit process internally, how the petty cash audit has become a regular part of every organization and how its importance has become more visible with every passing day enabling an understanding of how petty cash audit works within an organization. To summarize in detail, petty cash audit is considered as one of the most significant type of audit, if not the most important audit. Petty cash audit helps an organization to monitor how the money is used and ensures that the money obtained for petty cash expenses are spent for the purposes for which the funds were obtained for. This research study will provide a basic idea about why petty cash audit is necessary and valuable, how every organization can improve its procedures of handling its petty cash for its benefit. This study will also be useful for the specialists in the field of finance who intend to be engaged in the field of treasury or who consider treasury field of finance as a significant part of their career. Not only for individuals who consider treasury field very important, but also this study will help those who do not have a basic knowledge about petty cash audit and its working. This study can also help those who have an intention to conduct further research and a detailed analysis about petty cash audit.

Theoretical framework

The theoretical framework for this research topic {petty cash audit} is as follows -

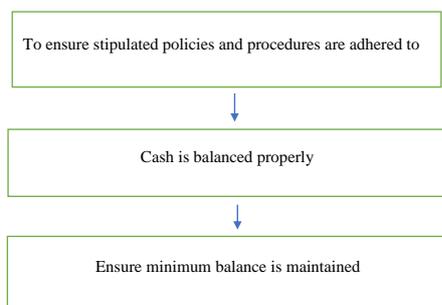


Fig1- Framework regarding reasons for conducting petty cash audit within organizations

The theoretical framework mentions the reasons why it is necessary for organizations to have a petty cash audit system in place. Firstly, for every organization cash is an important resource and to maintain smooth operations. For this requirement to be fulfilled, it is imperative for every organization to establish policies and procedures for effective utilization of its cash for its petty cash expenses, which can be possible if audit of petty cash transactions is not ignored along with other transactions, which take place. Secondly, the payments and receipts made are supposed to be matched at all intervals in order to provide a better picture about the cash status within the organization. Having a clear idea about the cash status helps every organization to draft policies and procedures for ensuring better handling its cash resources for effective functioning thereby enabling the operational work in every organization for which audit of petty cash transactions plays a vital role. Lastly, maintaining a minimum cash balance is very important for organization. This is due to the reason that in case of any emergency like situation faced by any organization, lack of its cash resources during such a situation can be detrimental for any organization, which indeed affects its prospects for its survival thereby resulting in closure of its operations. In order to avoid such threatening situation, it is in the best interest of any organization to keep a minimum cash balance. For this audit of petty cash audit can play an important role in this regard.

In the current scenario, auditing is very much necessary for any organization in order to comply with the rules and regulations of the organization as well as the place in which operations takes place. Petty cash audit enables an organization to keep in check its usage of its cash resources, which are essential for an organization. Petty cash audit ensures that the employees keep in account the importance of judiciously utilizing its cash resources and the current state of affairs in relation to its cash balances. Despite of the level of priority existing in every organization in relation to petty cash audit, petty cash audit has become a vital cog in every organization. The level of importance assigned for petty cash audit varies from one organization to another organization considering the level and scope of its operations. Ignorance by any organization towards petty cash audit can prove to be a disaster, which can have a negative impact for any organization in the long run. Petty cash audit must be conducted along with every other form of audit at regular intervals irrespective to the size and level and scope of operations prevailing within every organization.

II. LITERATURE REVIEW

The literature review will provide a basic idea about petty cash audit and how it works in an organization. The review will be of great help for further research. Research done earlier by financial experts and professionals about the impact of petty cash audit and accounting were conducted on a detailed basis considering multiple factors, which are considered significant for conducting this research study. Due to the increasing importance and awareness within every organization about management of cash as well as petty cash audit, the employees working in treasury department as well as in the finance department of every organization have a task in ensuring adequate cash balances as well as proper accounting of petty cash expenses. It promotes greater level of transparency and the impact of proper maintenance of adequate cash balances obtained only by and through authorized sources within the finance and treasury departments. Many detailed researchers have covered the concept of analyzing how petty cash fund accounts are maintained which vary from one organization to another. The research study in comparison to other detail studies mention about the general aspects of petty cash auditing and accounting which can be improvised in the future. Along with obtaining the responses through the questionnaires, t-test was a statistical method used in the current research study in comparison to other research studies conducted by other experts in this field. Necessary guidance and procedures are necessary for ensuring judicious usage of cash resources, which are vital for any organization. This research report in comparison to research report performed under the same research objective {i.e. Petty cash audit} will be of help for those seeking to obtain basic knowledge about why petty cash auditing and accounting is of great use for every organization in the modern times. This report will also make it imperative for individuals willing to engage themselves within the treasury field of finance and will also provide a solid base for them to improve upon how petty cash accounting and auditing can be made more efficient and effective in the years to come. Petty cash auditing being a branch of auditing will be of great use for the finance department of every organization thereby making this report as well as petty cash auditing and accounting in general a very attractive form of audit.

Through this research study, the status of how petty cash auditing and accounting being viewed within organizations and how it can be made significant in the years to come can be determined. Depending on the size of the organization and the nature of its operations, petty cash auditing and accounting is prioritized. The significance of petty cash auditing and accounting within every organizations can be found out through the responses, which will ensure a general awareness about how much importance is given. This study will aid us in finding out the level of confidence the management and the employees have in the petty cash auditing and accounting system. The limitations of petty cash auditing accounting system prevailing can also be traced which then provides a basis for further researchers to come up with a more robust policy and procedure to overcome such limitations in the future. To conclude, this study will

generate interest for finance and accounting professionals to come up with the ideas for providing a better framework to their management with regards to control of petty cash expenses. In order to save the cash resources which are crucial for the survival and the growth of any organization at the same time ensuring its cash resources are available for better application in the near future.

Li Wei Wu (2018) study reinforce the positive effects of co-production on enjoyment and service effort mitigate negative effects of co-production on intensity and job stress through the self-efficacy of customers and self-monitoring by service employees in financial service industry.

Kamaladevi (2014) study concludes e-stores are quick and easy to complete the transaction and the order status are clearly present in the website.

III. RESEARCH METHODOLOGY

The purpose of the research methodology in this research topic i.e. petty cash audit, is to identify quantitative methods and techniques which are useful and relevant to this research study. This research study may be useful for researchers who are keen to engage more in the finance and auditing field which can help them to find out the significance and priority attached to petty cash audit in relation to other types of audit. The data collected for this research study is through convenient sampling from relatives and friends who are engaged in the field of finance and treasury in different organizations. IBM SPSS is used to conduct important tests like the t test, Levene's test. T-test helps us to find out the difference among the mean of two or more groups. Levene's test can only be applied while conducting independent sample t-test. Levene's tests will also help to identify whether there exists significant difference among the groups which are relevant within the research study. Levene's study determines whether the assumptions regarding equal variances between groups which are compared and relevant to the research study are violated or not violated and helps us to examine whether the groups are comparable or not comparable. The significance level maintained throughout the tests was at 0.05 giving us 95% confidence interval to reject null hypothesis. The participants of my research study where employees who are engaged in the field of treasury, auditing as well as finance. The data collected for the purpose of conducting this research study was obtained through questionnaires. The research study conducted has the following limitations namely use of convenient sampling for research of this project. Firstly, the sample size is not large enough for z-test to be conducted i.e. the sample size obtained for this research study is 23 respondents. Secondly, this research study represents a basic level about petty cash audit which cannot be used for developing a conclusive opinion about the solutions to improve petty cash auditing but can be used by researchers interested to conduct research in the field of petty cash auditing. Further research conducted under the same research objective (Petty cash auditing) can also help researchers who are passionate about petty cash auditing and accounting to find out the best policies and procedures which are implemented across the world which will help them to come up with solutions and ideas on how to improve petty cash auditing and accounting systems. Thirdly, the number of male respondents is more than the number of female respondents. Fourthly, due to the busy schedule of the respondents, the desired number of

responses could not be obtained. Fifthly, time for conducting a research study was also a constraint for conducting research study on issues regarding policy changes about petty cash auditing as well as the methods and techniques adopted while performing the petty cash audit. Lastly, various other statistical tests such as dependent sample t-test, correlation could not provide a clear picture in comparison to independent sample t-tests where two independent groups where compared in order to find out the significance of the difference between two independent groups in this research. Further techniques considered useful for experienced researchers' efficient and effective maintenance for cash balances can be identified. It can be of use to research who wish to do detailed analysis in the nearest possible future. Kamaladevi (2019) research study used descriptive research study to test dependent variable e-Tailing and the independent variables, e-Store information quality, e-Shopping cost, e-Store design quality, e-Privacy/Security, e-Customer Service and e-Delivery service quality.

IV. DATA ANALYSIS AND INTERPRETATION

TABLE I- GROUP STATISTICS

Particulars	Gender	N	Mean	Std. Deviation	S.E. Mean
The amount spent in petty cash are utilized for company expenses	Male	18	4.83	.38	.09
	Female	5	4.60	.55	.24
Petty cash expenses incurred by the employees are matched with the amount spent	Male	18	4.67	.49	.11
	Female	5	4.60	.55	.24
Petty cash register is maintained accurately and properly	Male	18	4.72	.67	.16
	Female	5	4.80	.45	.20
Adequate cash is always available in petty cash for employees to draw against official expenses	Male	18	3.56	1.15	.27
	Female	5	3.80	1.10	.49
Proper system is in place for ensuring returning of cash unutilized by employees	Male	18	4.44	.51	.12
	Female	5	4.20	.45	.20
Vigilant monitoring takes place during the time of petty cash accounting	Male	18	4.00	1.24	.29
	Female	5	5.00	.00	.00
Regular reports are provided to the management detailing the petty cash movement balance	Male	18	4.11	.83	.20
	Female	5	4.40	.55	.24
Proper accountability and responsibility are fixed on the cashier for poor maintenance of petty cash balances	Male	18	4.28	.83	.19
	Female	5	5.00	.00	.00
Management focusses more on audit of petty cash transactions in comparison to other transactions	Male	18	3.33	1.28	.30
	Female	5	4.00	.71	.32
The feedback from the treasury department is considered paramount for ensuring better systems of petty cash accounting	Male	18	3.22	1.31	.31
	Female	5	4.00	.71	.32
Proper and immediate recording of petty cash transactions gives a clear picture to management about petty cash balances	Male	18	4.50	.62	.15
	Female	5	4.80	.45	.20
Management is confident on stipulated policy and procedure and the controls put in place are adequate	Male	18	4.11	.76	.18
	Female	5	4.80	.45	.20
Internal controls are effective for ensuring accuracy in maintaining accounts	Male	18	4.28	.83	.19
	Female	5	4.60	.55	.24
An effective audit exists on petty cash account to prevent misuse of company's petty cash	Male	18	4.44	.62	.15
	Female	5	4.60	.55	.24
Confidence	Male	18	1.94	.64	.15
	Female	5	1.80	.45	.20
Uniformity	Male	18	1.56	.51	.12
	Female	5	1.20	.45	.20
Report faults in procedure	Male	18	1.78	.43	.10
	Female	5	1.60	.55	.24
Prevent malpractice	Male	18	1.28	.46	.11
	Female	5	1.40	.55	.24
Others	Male	18	2.00	.00	.00
	Female	5	2.00	.00	.00

TABLE 2- INDEPENDENT SAMPLE T-TEST

Particulars	Testing of Hypothesis	Levene's Test for Equality of Variances		t-test for equality of means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% CI of the difference	
									Lower	Upper
The amount spent in petty cash are utilized for company expenses	Equal variances assumed	2.90	.103	1.10	21.00	.284	.23	.21	-.21	.67
	Equal variances not assumed			.89	5.14	.411	.23	.26	-.43	.90
Petty cash expenses incurred by the employees are matched with the amount spent	Equal variances assumed	.21	.651	.27	21.00	.794	.07	.25	-.46	.59
	Equal variances not assumed			.25	5.87	.814	.07	.27	-.60	.73
Petty cash register is maintained accurately and properly	Equal variances assumed	.42	.526	-.24	21.00	.810	-.08	.32	-.74	.59
	Equal variances not assumed			-.31	9.64	.767	-.08	.25	-.65	.49
Adequate cash is always available in petty cash for employees to draw against official expenses	Equal variances assumed	.83	.373	-.42	21.00	.675	-.24	.58	-1.44	.95
	Equal variances not assumed			-.44	6.67	.676	-.24	.56	-1.58	1.09
Proper system is in place for ensuring returning of cash unutilized by employees	Equal variances assumed	7.24	.014	.97	21.00	.344	.24	.25	-.28	.77
	Equal variances not assumed			1.05	7.21	.329	.24	.23	-.30	.79
Vigilant monitoring takes place during the time of petty cash accounting	Equal variances assumed	5.51	.029	-1.78	21.00	.090	-1.00	.56	-2.17	.17
	Equal variances not assumed			-3.43	17.00	.003	-1.00	.29	-1.61	-.39
Regular reports are provided to the management detailing the petty cash movement balance	Equal variances assumed	.19	.668	-.73	21.00	.475	-.29	.40	-1.12	.54
	Equal variances not assumed			-.92	9.83	.379	-.29	.31	-.99	.41
Proper accountability and responsibility are fixed on the cashier for poor maintenance of petty cash balances	Equal variances assumed	8.08	.010	-1.92	21.00	.068	-.72	.38	-1.50	.06
	Equal variances not assumed			-3.71	17.00	.002	-.72	.19	-1.13	-.31
Management focusses more on audit of petty cash transactions in comparison to other transactions	Equal variances assumed	5.96	.024	-1.10	21.00	.282	-.67	.60	-1.92	.59
	Equal variances not assumed			-1.52	12.26	.153	-.67	.44	-1.62	.28
The feedback from the treasury department is considered paramount for ensuring better systems of petty cash accounting	Equal variances assumed	6.27	.021	-1.26	21.00	.220	-.78	.62	-2.06	.50
	Equal variances not assumed			-1.76	12.56	.103	-.78	.44	-1.74	.18

Audit and Accounting Procedures in Organizations (with reference to Petty Cash)

Particulars	Testing of Hypothesis	Levene's Test for Equality of Variances		t-test for equality of means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% CI of the difference	
									Lower	Upper
Proper and immediate recording of petty cash transactions gives a clear picture to management about petty cash balances	Equal variances assumed	3.70	.068	-1.01	21.00	.326	-.30	.30	-.92	.32
	Equal variances not assumed			-1.21	8.79	.257	-.30	.25	-.86	.26
Management is confident on stipulated policy and procedure and the controls put in place are adequate	Equal variances assumed	1.63	.216	-1.92	21.00	.069	-.69	.36	-1.44	.06
	Equal variances not assumed			-2.57	11.25	.026	-.69	.27	-1.28	-.10
Internal controls are effective for ensuring accuracy in maintaining accounts	Equal variances assumed	.51	.484	-.82	21.00	.424	-.32	.39	-1.14	.50
	Equal variances not assumed			-1.03	9.74	.328	-.32	.31	-1.02	.38
An effective audit exists on petty cash account to prevent misuse of company's petty cash	Equal variances assumed	.50	.487	-.51	21.00	.615	-.16	.31	-.79	.48
	Equal variances not assumed			-.55	7.10	.602	-.16	.28	-.83	.52
Confidence	Equal variances assumed	.20	.658	.47	21.00	.643	.14	.31	-.49	.78
	Equal variances not assumed			.58	9.13	.578	.14	.25	-.42	.71
Uniformity	Equal variances assumed	7.24	.014	1.41	21.00	.174	.36	.25	-.17	.88
	Equal variances not assumed			1.52	7.21	.170	.36	.23	-.19	.90
Report faults in procedure	Equal variances assumed	1.47	.239	.78	21.00	.446	.18	.23	-.30	.65
	Equal variances not assumed			.67	5.43	.530	.18	.26	-.49	.84
Prevent malpractice	Equal variances assumed	.67	.422	-.51	21.00	.619	-.12	.24	-.63	.38
	Equal variances not assumed			-.46	5.68	.665	-.12	.27	-.79	.54
Others	Equal variances assumed				21.00		.00	.00	.00	.00
	Equal variances not assumed						.00	.00		

T-TEST ANALYSIS-INDEPENDENT SAMPLE T-TEST

A. *The amount spent in petty cash are utilized for company expenses*

Ho: There exists no significance difference in relation to utilization of the amount of petty cash expenses by male and women employees

H1: There exists significant difference in relation to utilization of the amount of petty cash expenses by male and female employees

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .103 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

B. *Petty cash expenses incurred by the employees are matched with the amount spent*

Ho: There exists no significant difference in relation to matching of petty cash expenses spent with the amount mentioned in the invoice for both male and female employees

H1: There exists a significant difference in relation to matching of petty cash expenses spent with the amount mentioned in the invoice for both male and female employees

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .651 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

C. *Petty cash register is maintained accurately and properly*

Ho: There is no significant difference in relation to the viewpoints of male and female employees about maintaining the petty cash register accurately and properly.

H1: There is significant difference in relation to the viewpoints of male and female employees about maintaining the petty cash register accurately and properly.

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .526 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

D. *Adequate cash is always available in petty cash for employees to draw against official expenses*

Ho: There is no significant difference in relation to availability of adequate cash for both male and female employees for drawing against official expenses

H1: there is significant difference in relation to availability of adequate cash for both male and female employees for drawing against official expenses

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value

is .373 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible

E. *Proper system is in place for ensuring returning of cash unutilized by employees*

Ho: There is no significant difference among male and female employees about existence of proper system for ensuring return of unutilized cash

H1: There is significant difference among male and female employees about existence of proper system for ensuring return of unutilized cash

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.014 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

F. *Vigilant monitoring takes place during the time of petty cash accounting*

Ho: There is no significant different among male and female employees in relation to vigilant monitoring taking place at the time of petty cash accounting

H1: There exists significant difference among male and female employees in relation to vigilant monitoring taking place at the time of petty cash accounting

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.029 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

G. *Regular reports are provided to the management detailing the petty cash movement balance*

Ho: There is no significant difference among male and female employees about regular reporting to the management about petty cash movement balance

H1: There is significant difference among male and female employees about regular reporting to the management about petty cash movement balance

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .668 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

H. *Proper accountability and responsibility are fixed on the cashier for poor maintenance of petty cash balances*

Ho: There is no significant difference among male and female employees about proper accountability and responsibility being fixed on cashier for poor maintenance of petty cash balance

H1: There is significant difference among male and female employees about proper accountability and responsibility being fixed on cashier for poor maintenance of petty cash balance

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.010 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

I. Management focusses more on audit of petty cash transactions in comparison to other transactions

Ho: There is no significant difference among male and female employees in relation to more focus by management on petty cash transactions in comparison to other transactions

H1: There is significant difference among male and female employees in relation to more focus by management on petty cash transactions in comparison to other transactions

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.024 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

J. Proper and immediate recording of petty cash transactions gives a clear picture to management about petty cash balances

Ho: There is no significant difference among male and female employees about proper recording of petty cash transactions to provide a clear picture about the balances to the management

H1: There is significant difference among male and female employees about proper recording of petty cash transactions to provide a clear picture about the balances to the management

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .068 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

K. An effective audit exists on petty cash account to prevent misuse of company's petty cash

Ho: There is no significant difference among male and female employees on the importance of effective audit of petty cash account for prevention of misuse of company's petty cash.

H1: There is significant difference among male and female employees on the importance of effective audit of petty cash account for prevention of misuse of company's petty cash.

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .487 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e.

males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

L. Confidence level on the petty cash accounting system

Ho: There is no significant difference in confidence level of male and female employees on the petty cash accounting system

H1: There is significant difference in confidence level of male and female employees on the petty cash accounting system

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .658 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

M. Feedback of treasury department is paramount for ensuring better petty cash audit and accounting system

Ho: There is no significant difference in views of male and female employees about the importance of the feedback of treasury department for better petty cash accounting and auditing systems

H1: There is significant difference in views of male and female employees about the importance of the feedback of treasury department for better petty cash accounting and auditing systems

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.021 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

N. Confidence of the management about the adequacy of the policies and procedures put in place to conduct the petty cash auditing and accounting

Ho: There is no significant difference among male and female employees views in relation to the management's confidence about the adequacy of the policies and procedures in place to conduct the petty cash auditing and accounting

H1: There is significant difference among male and female employees views in relation to the management's confidence about the adequacy of the policies and procedures in place to conduct the petty cash auditing and accounting

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .216 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

O. Internal controls are robust and effective to ensure proper and accurate records are maintained for all petty cash transactions

Ho: There is no significant difference among female and male employees opinions in relation to effectiveness and robust nature of internal controls for ensuring proper and accurate maintenance of records for all petty cash transactions.

H1: There is significant difference among female and male employees opinions in relation to effectiveness and robust nature of internal controls for ensuring proper and accurate maintenance of records for all petty cash transactions.

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .484 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

P. Uniformity as a reason for review of petty cash audit procedures

Ho: There is no significant difference between the notions of male and female employees regarding uniformity as a reason for review of petty cash audit and accounting procedures

H1: There is significant difference between the notions of male and female employees regarding uniformity as a reason for review of petty cash audit and accounting procedures

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is 0.014 which is less than the limit of 0.05. Therefore, we reject null hypothesis and accept alternate hypothesis and there exists significant difference in the variance of the two groups i.e. males and females. Equal variance is not assumed therefore resulting in lesser possibility in comparison of the two groups.

Q. Reporting faults in petty cash audit and accounting procedure

Ho: There is no significant difference between the opinion of male and female employees considering reporting of faults as a reason for review of petty cash audit and accounting procedures

H1: There is significant difference between the opinion of male and female employees considering reporting of faults as a reason for review of petty cash audit and accounting procedures

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .239 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

R. Prevention of Malpractice as a reason to review the petty cash accounting and auditing procedures

Ho: There is no significant difference between the views of male and female employees considering prevention of malpractice as a reason to review petty cash accounting and auditing procedures

H1: There is significant difference between the views of male and female employees considering prevention of malpractice as a reason to review petty cash accounting and auditing procedures

Levene's test for equality of variance is used when two or more independent groups are tested. In this case the p-value is .422 which is more than the limit of 0.05. Therefore, we have failed to reject null hypothesis and there exists no significant difference in the variance of the two groups i.e. males and females. Equal variance is assumed therefore resulting in comparison of the two groups being possible.

It is quite evident that there is a positive trend has emerged in relation to utilization of cash resources, maintenance of petty cash register, regular reports provided to the management. The movement of cash balances in petty cash account, proper recording of transactions, prevention of malpractices while maintaining the petty cash account through the views of male and female employee, effectiveness of internal controls for better petty cash accounting and auditing system has positive trend as well. Similarly, negative trends have emerged regarding valuing treasury department's views regarding implementing a robust petty cash auditing and accounting system, establishing proper accountability on the cashier, vigilant monitoring during petty cash accounting which therefore is a cause of concern, which cannot be ignored by organizations.

V. CONCLUSION AND RECOMMENDATIONS

The research has given insight about the value of petty cash auditing and accounting and how organizations can benefit from them. Irrespective of the nature and the size of the organization, every organization must pay attention to the amount of its cash resources utilized for the payment of its petty cash expenses. In case of any unutilized cash being returned by the employees, it is necessary for organization to have an efficient and transparent system in this regard. In any accounting and auditing processes there is a lot of scope for any negligence, fraud, misappropriation and reconciliation errors to arise. In such a scenario, it is imperative for every organization to be alert to such kind of practices which negatively impacts an organization's performance in an industry. In today's competitive world, for any organization to survive teamwork is essential part of an organization to remain stable and competitive. For this to happen the feedback of the treasury department must also be kept in mind before any decision is made in relation to policies and procedures of petty cash accounting and auditing. The policies and procedures of petty cash auditing and accounting must be reviewed periodically keeping in view the established global standards. The research report is conducted with the help of data for a period of one month which is not enough for further research in this topic. Therefore, it is strongly recommended to conduct the research study on this subject for a longer duration considering the changes in accounting and auditing practices happens on a regular basis. Therefore, recognizing the changes in accounting and auditing procedures requires research study to be conducted for a longer duration of time.

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