

**MINISTRY OF EDUCATION AND TRAINING
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**DOES AUDITOR GENDER OR GENDER DIVERSITY
MATTER TO AUDIT QUALITY? THE MODERATING
ROLES OF AUDITOR WORKLOAD AND EXPERIENCE:
EVIDENCE FROM VIETNAM.**

Field of study: Accounting

Code: 9340301

SUMMARY OF PH.D. DISSERTATION

Scientific Supervisor: Assoc. Prof., Dr. Nguyen Phong Nguyen

Ho Chi Minh City - 2025

THE AUTHOR'S LIST OF WORKS

Pham Thi Ngoc Bich, & Nguyen Phong Nguyen. (2024). Auditor gender, gender diversity, and their impact on audit quality: empirical evidence from Vietnam. Paper presented at the The 7th International Conference on Finance, Accounting and Auditing – ICFAA 2024, Hanoi, Vietnam.

Tran, T. T. G., Nguyen, T. T., Pham, B. T. N., & Tran, P. T. T. (2025). Audit partner tenure and earnings management: evidence from Vietnam. In *Journal of Financial Reporting and Accounting* (Vol. 23, pp. 330-349): Emerald Publishing Limited.

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ABSTRACT

Title: Does auditor gender or gender diversity matter to audit quality? The moderating roles of auditor workload and experience: Evidence from Vietnam

Abstract:

Prior research highlights gender differences in risk aversion, confidence levels, ethical standards, and communication, suggesting that female participation in audits may enhance quality. Investigating gender differences has consistently attracted significant attention from researchers, policymakers, businesses, educators, governments, and the public. The literature calls for further research in developing economies, as these countries are marked by significant levels of gender inequality, making research into gender differences particularly crucial.

Vietnam, as a developing country with distinct gender characteristics, offers an interesting case for examining gender differences. This study aims to understand the impact of auditor gender and gender diversity on audit quality, focusing on the moderating roles of auditor workload and experience in Vietnam.

The study employs a quantitative archival research design, with data hand-collected from unstructured sources. The sample includes 3,223 firm-year observations from non-financial companies listed on HOSE for the period from 2010 to 2023. Five hypotheses are tested using logistic regression in Stata, with additional validity, reliability, and robustness checks.

The study finds that female audit partners are negatively linked to audit quality, while female auditors-in-charge show a positive association. Gender-diverse signing teams enhance audit quality. Interestingly, auditor workload and experience individually weaken the negative link between female audit partners and audit quality, turning it positive. However, their combined effect strengthens the negative association.

This study not only extends the existing auditing literature on gender differences but also provides meaningful practical recommendations for enhancing audit quality and improving gender equality in the auditing profession.

Keywords: Auditor gender, Gender diversity, Audit quality, Auditor workload, Auditor experience, Moderating effect, and Vietnam

Chapter 1: INTRODUCTION

1.1. Background and Research Gap

Improving audit quality remains a critical priority, especially in Vietnam, where the audit profession is still evolving in the wake of recent scandals and increasing scrutiny over poor audit outcomes. This study addresses a critical gap by examining how auditor gender and gender diversity influence audit quality, with a specific focus on the moderating effects of auditor workload and experience—factors that have received limited attention in prior research. The findings are expected to support both academic understanding and practical efforts to strengthen audit regulation, team composition, and gender equality in Vietnam.

Previous studies have focused on the impact of auditor gender and gender diversity on audit quality due to documented differences in risk tolerance, ethical sensitivity, and communication styles between male and female auditors. However, most of them has been conducted in developed countries and may not fully reflect the dynamics present in Vietnam. This study extends the literature by examining both individual gender and team-level gender diversity, while also exploring how workload and experience moderate the gender–audit quality relationship. Using two-way and three-way moderation analyses, it provides a more nuanced view of how these factors interact—addressing a key gap across both developed and developing markets.

1.2. Research Objectives and Questions

My research aims to understand the effect of gender and gender diversity of co-signing auditors (the auditor-in-charge and the audit

partner) on audit quality in the distinctive context of Vietnam. Additionally, the moderating roles of auditor workload and auditor experience on the relationship are also examined. To achieve these objectives, the following questions need to be addressed.

1. Is there a relationship between auditor gender and audit quality?
2. Do female auditors or gender-diverse teams improve audit quality?
3. Does auditor workload moderate the relationship between auditor gender and audit quality?
4. Does auditor experience moderate the relationship between auditor gender and audit quality?
5. Does auditor experience moderate the moderating role of auditor workload in determining the relationship between auditor gender and audit quality?

1.3. Scope and Limitations of the research

This study examines the impact of auditor gender and gender diversity on audit quality in Vietnam, with a particular focus on the moderating roles of auditor workload and experience. It targets co-signing auditors of firms listed on HOSE, using data from 2010 to 2023 to reflect recent audit practices. While the research offers valuable insights within Vietnam's unique institutional and cultural context, its findings may not be generalizable to other countries. The study is also limited by its focus on only two key audit roles, excluding broader team dynamics, and by the use of proxies to measure workload and audit quality.

Chapter 2: LITERATURE REVIEW

2.1. Definitions and Measurements of Audit Quality

2.1.1. Definitions

Audit quality is a complex concept with no universally agreed definition, though it is widely discussed in both academic and professional spheres. This study adopts DeAngelo's (1981b) influential definition, which views audit quality as the joint probability that an auditor will detect and report material misstatements—capturing both competence and independence. This definition aligns with the study's focus on auditor gender and gender diversity, offering a clear and testable framework that supports the use of audit outcomes as proxies for audit quality.

2.1.2. Measurements

Audit quality is difficult to observe directly, so researchers rely on proxies to measure it. DeFond and Zhang (2014) classify these proxies into two main types: input-based and output-based measures. Input-based proxies (e.g., Big N affiliation, audit fees) reflect audit effort but may not directly indicate audit outcomes. Output-based proxies are considered more reliable and include material misstatements, auditor communications, financial reporting quality, and perception-based indicators.

This study prioritizes output-based measures, especially Modified Audit Opinions (MAOs), which are suitable in the Vietnamese context where restatement and enforcement data are limited. MAOs reflect both auditor competence and independence, making them strong direct indicators of audit quality. However, they may not

capture high-quality audits that result in clean opinions due to client cooperation. To address this, the study also considers pre-issuance restatements—cases where auditors prompt corrections before the audit report is issued—as an new proxy of audit effectiveness.

2.2. Theoretical Framework

2.2.1. Social Role Theory

Social role theory (Eagly, 1987) suggests that gender differences in behavior stem from societal role expectations rather than biological traits. Women, associated with communal roles such as nurturing and cooperation, are expected to be more cautious, risk-averse, and ethically sensitive—traits that can enhance audit quality. In contrast, men, aligned with agentic roles, may display greater confidence and risk-taking. These behavioral tendencies influence audit performance.

2.2.2. Role Congruity Theory

Role congruity theory, introduced by Karau and Eagly (2002), builds on Eagly's (1987) social role theory by focusing on the alignment—or lack thereof—between gender stereotypes and social roles, particularly in leadership. The theory argues that individuals face bias when their gender does not align with expectations for a given role. For example, female leaders may experience prejudice due to perceived incongruity between feminine traits and leadership norms, leading to less favorable evaluations and limited opportunities. In the auditing context, this may create additional barriers for female audit partners. As described by Morrison (1992) through the “glass ceiling” metaphor, women often encounter systemic barriers to attaining and thriving in top leadership roles—barriers that,

according to role congruity theory, may hinder their ability to perform effectively and deliver high-quality audits.

2.2.3. Information-Processing /Decision-Making Perspective

The information-processing perspective, though not a formal theory, offers a valuable framework for understanding the benefits of team diversity in complex tasks like auditing (Knippenberg & Schippers, 2007). Rooted in organizational behavior research, this perspective suggests that diverse teams—particularly in terms of gender, expertise, and experience—enhance decision-making by integrating a broader range of knowledge, skills, and viewpoints (Williams & O'Reilly, 1998). In the audit context, gender-diverse teams are better positioned to assess risk, evaluate evidence, and maintain professional skepticism, ultimately improving audit quality.

2.3. Hypothesis Development

2.3.1. Auditor Gender and Audit quality

Social role theory (Eagly, 1987) suggests that women's greater risk aversion, ethical sensitivity, and rule compliance may lead to higher audit quality, a view supported by many empirical studies in Western contexts (e.g., Ittonen, Vähämaa, & Vähämaa, 2013; Hardies, Breesch, & Branson, 2016; Garcia-Blandon, Argilés-Bosch, & Ravenda, 2019; Lee, Nagy, & Zimmerman, 2019). However, role congruity theory (Karau & Eagly, 2002) argues that women in leadership roles may face bias and prejudice when their behavior deviates from traditional gender norms—potentially hindering performance. These dynamics may be more pronounced in Vietnam, where gender bias remains strong. Notably, audit partners typically hold leadership and decision-making authority, while auditors-in-

charge support implementation at the engagement level. Given these differences in responsibility and visibility, this study develops separate hypotheses for each role.

H1a: There is a negative association between female audit partners and audit quality.

H1b: There is a negative association between female auditors-in-charge and audit quality.

2.3.2. Auditor Gender Diversity and Audit quality

Gender diversity refers to the inclusion of individuals of different genders within a group and is linked to better performance through enhanced perspectives, decision-making, and professional skepticism (Knippenberg & Schippers, 2007). Drawing on the information-processing perspective and social role theory, gender-diverse audit teams are expected to collaborate effectively and handle complex audit tasks more competently. Empirical studies from various countries have shown that gender diversity among audit team members improves audit quality and limits earnings management. Based on this, a positive association between auditor gender diversity and audit quality is anticipated in the Vietnamese context.

H2: There is a positive association between auditor gender diversity and audit quality.

2.3.3. Moderation of Auditor Workload

Drawing on Job Demands–Resources Theory (Bakker & Demerouti, 2007), excessive workload can drain cognitive and physical resources, reducing performance if not balanced by adequate support. In auditing, high workload may hinder professional skepticism and sound judgment. However, due to behavioral differences, men and

women may respond differently to workload pressure. Mnif and Cherif (2022) find that female audit partners can buffer—or even reverse—the negative impact of workload, suggesting that gender differences in coping, risk aversion, and ethical sensitivity may shape audit outcomes under stress.

H3a: The workload of audit partners negatively moderates the relationship between their gender and audit quality, such that the effect of gender on audit quality weakens as workload increases.

H3b: The workload of auditors-in-charge negatively moderates the relationship between their gender and audit quality, such that the effect of gender on audit quality weakens as workload increases.

2.3.4. Moderation of Auditor Experience

Expertise Theory (Chi, Glaser, & Farr, 1988) suggests that professional experience builds domain-specific knowledge, cognitive structures, and decision-making skills, enhancing audit quality. While gender-based behavioral differences may influence audit performance, these effects often diminish as auditors conform to professional norms—especially in hierarchical, male-dominated environments (Chatman & Flynn, 2001). With experience, behaviors are shaped more by firm culture and efficiency demands, narrowing gender gaps. Moreover, experienced female auditors may better navigate bias and structural barriers, potentially outperforming their male peers in audit quality.

H4a: The experience of audit partners negatively moderates the relationship between their gender and audit quality, such that the effect of gender on audit quality weakens as experience increases.

H4b: The experience of auditors-in-charge negatively moderates the relationship between their gender and audit quality, such that the effect of gender on audit quality weakens as experience increases.

2.3.5. Moderation of Auditor Workload and Auditor Experience

Building on the unique socio-cultural context of Vietnam, this study posits that female audit partners may be associated with lower audit quality, though this effect may weaken under higher workload conditions (Mnif & Cherif, 2022). Extending this analysis, a three-way interaction framework is introduced to explore how auditor experience moderates the moderating effect of workload on the gender–audit quality relationship. While Expertise Theory (Chi et al., 1988) suggests that experience should enhance resilience to workload stress, this study argues that, in Vietnam, accumulated gender bias may offset these gains. As female auditors progress in their careers and hold higher positions, persistent discrimination and emotional strain may compound with workload pressures, increasing susceptibility to burnout (Maslach & Jackson, 1981; Maslach, Schaufeli, & Leiter, 2001), ultimately weakening audit performance.

H5a: The experience of audit partners negatively moderates the moderating effect of their workload on the relationship between auditor gender and audit quality, such that the moderating effect of workload becomes weaker as experience increases.

H5b: The experience of auditors-in-charge negatively moderates the moderating effect of their workload on the relationship between auditor gender and audit quality, such that the moderating effect of workload becomes weaker as experience increases.

2.4. Conceptual Framework

The conceptual framework integrates Social Role Theory, Role Congruity Theory, and the Information-Processing Perspective to examine the link between auditor gender, gender diversity, and audit quality. As shown in Figure 2.1, the model incorporates auditor workload and experience as moderators, capturing both moderation and moderated moderation effects to explore how these factors shape the gender–audit quality relationship.

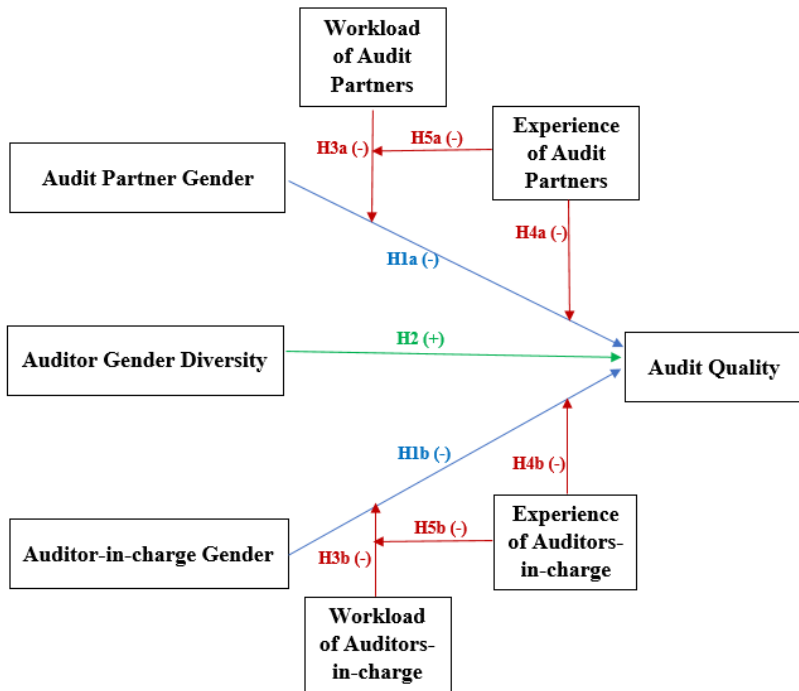


Figure 2.1: Conceptual Framework of the study

Chapter 3: RESEARCH METHODS

3.1. Research Design, sample and data collection.

This study employs a quantitative approach to examine the relationships between auditor gender, gender diversity, and audit quality, while also exploring the moderating effects of auditor workload and experience in Vietnam. It utilizes an archival research design, manually collecting data from unstructured sources. Key data sources include audit reports, audited financial statements, annual reports, Explanation Letters, and Refinitiv Eikon. Auditor gender and experience are verified via CPA ID and official lists.

The study uses a sample of non-financial firms listed on the Ho Chi Minh Stock Exchange (HOSE) from 2010 to 2023 to ensure data credibility. The initial sample of 303 HOSE-listed firms (2010–2023) yields 4,242 firm-year observations. After excluding financial firms, missing auditor data, and incomplete records, the final sample includes 232 non-financial firms with 3,223 firm-year observations.

3.2. Measurements

This study adopts DeAngelo (1981) widely accepted definition of audit quality—the joint probability that an auditor detects and reports material misstatements—and builds on two conventional direct proxies: restatements and modified audit opinions (MAOs) to introduce two direct, output-based measures tailored to the Vietnamese context: Restate (pre-issuance restatements) and AQuality (a composite indicator combining pre-issuance restatements and MAOs).

A summary of all variables, along with their definitions and measurements, is presented in Table 3.1.

Table 3.1: Summary of variables

Variable	Definition/Measure
1. Dependent variables	
Restate (Pre-issuance Restatements)	The propensity of auditors to detect and prompt the correction of material misstatements prior to the issuance of audited financial statements. It is coded as 1 if, following the audit, the client firm restates its financial statements and the adjustment results in a change in reported profit of 5% or more; otherwise, it is coded as 0.
AQuality	The propensity of auditors to identify and report material misstatements, combining pre-issuance restatements (Restate) and modified audit opinions (MAO). It is coded as 1 if either MAO or Restate is present, and 0 otherwise. MAO is the propensity of issuing modified audit opinions that equals 1 if the client firm receives a modified audit opinion, 0 otherwise.
2. Variables of interest	
PGen	A binary variable, taking the value of 1 if the audit partner is female, and 0 otherwise.
AGen	A binary variable, taking the value of 1 if the auditor-in-charge is female, and 0 otherwise.
ADiver	A dummy variable, taking the value of 1 if the two co-signing auditors are of different genders (male-female or female-male), and 0 otherwise (male-male or female-female).
3. Moderating variables	
PWork	The number of audit engagements an audit partner handles during the year.

AWork	The number of audit engagements an auditor-in-charge handles during the year.
PExper	The number of years that an audit partner has held the Certificate of Practicing Auditor Registration (Vietnam CPA license)
AExper	The number of years that an auditor-in-charge has held the Certificate of Practicing Auditor Registration (Vietnam CPA license).
PWG	The interaction term for gender and workload of audit partners ($PWG = PGen \times PWork$).
AWG	The interaction term for gender and workload of auditors-in-charge ($AWG = AGen \times AWork$).
PEG	The interaction term for gender and experience of audit partners ($PEG = PGen \times PExper$).
AEG	The interaction term for gender and experience of auditors-in-charge ($AEG = AGen \times AExper$).
PWEG	The interaction term for gender, workload, and experience of audit partners ($PWEG = PGen \times PWork \times PExper$).
AWEG	The interaction term for gender, workload, and experience of auditors-in-charge ($AWEG = AGen \times AWork \times AExper$).
4. Control variables	
Big4	A binary variable that equals 1 if the audit firm is Big 4, and 0 otherwise.
AuditorRotation	A dummy variable that equals 1 if this year's audit firm is different from the prior year's audit firm due to auditor

	rotation, and 0 otherwise.
Dual	A binary variable that equals 1 if the CEO also serves as the chairperson of the Board of Directors, and 0 otherwise.
BODsize	The number of Board of Directors (BOD) members.
BOMsize	The number of top management team members or executives
CEOGen	A binary variable, taking the value of 1 if the CEO is female, and 0 otherwise.
ChiefGen	A binary variable, taking the value of 1 if the chief accountant is female, and 0 otherwise.
ChairGen	A binary variable, taking the value of 1 if the chairperson is female, and 0 otherwise.
FBOD	The number of female Board of Directors (BOD) members.
FBOM	The number of female top management team members or executives
ClientSize	The natural logarithm of client firms' total assets.
LOSS	Taking the value of 1 if the client firm reports a loss, and 0 otherwise.
ROA	Return on Assets, that is the ratio of net income over total assets.
Leverage	The ratio of total liabilities divided by total assets.

3.3. Research Models

To test the hypotheses, this study utilizes multiple logistic regression analysis using Stata software with three equations. Equation 1 is formulated to test the first hypothesis (H1a and H1b), which investigates whether there is an association between female audit partners, female auditors-in-charge and audit quality.

$$Y_{it} = \alpha + \beta_1 * PGen_{it} + \beta_2 * AGen_{it} + \sum \beta * Controls_{it} + \varepsilon_{it}$$

(Equation 1)

Equation 2 considers the association between auditor gender diversity and audit quality and test the 2nd hypothesis.

$$Y_{it} = \alpha + \beta_1 * PGen_{it} + \beta_2 * AGen_{it} + \beta_3 * ADiver_{it} + \sum \beta * Controls_{it} + \varepsilon_{it}$$

(Equation 2)

Equation 3 incorporates both two-way and three-way interaction terms to examine both moderation effects—where workload or experience individually moderate the focal relationship—and a moderated moderation effect, where experience influences the moderating role of workload. Therefore, Equation 3 is employed to test Hypotheses 3, 4, and 5.

$$\begin{aligned} Y_{it} = & \alpha + \beta_1 * PGen_{it} + \beta_2 * AGen_{it} + \beta_3 * ADiver_{it} \\ & + \beta_4 * PWork_{it} + \beta_5 * PExper_{it} + \beta_6 * AWork_{it} + \beta_7 * AExper_{it} \\ & + \beta_8 * PWG_{it} + \beta_9 * PEG_{it} + \beta_{10} * PWEG_{it} \\ & + \beta_{11} * AWG_{it} + \beta_{12} * AEG_{it} + \beta_{13} * AWEG_{it} \\ & + \sum \beta * Controls_{it} + \varepsilon_{it} \end{aligned}$$

Chapter 4: FINDINGS AND DISCUSSION

4.1. Auditor Gender and Audit Quality

Table 4.1 presents the regression results for Equation 1, examining the effect of auditor gender on audit quality. The gender of audit partners (PGen) shows a negative and marginally significant association with both Restate ($\beta = -0.193$, $p = 0.076$) and AQuality ($\beta = -0.188$, $p = 0.065$), suggesting that female audit partners are less likely to detect or report material misstatements. This aligns with findings by Hossain, Chapple, Monroe, and Smith (2018) and Yang, Liu, and Mai (2018), and may reflect the challenges outlined in role congruity theory (Karau & Eagly, 2002). Conversely, the gender of auditors-in-charge (AGen) is positively associated with AQuality ($\beta = 0.168$, $p = 0.044$), but not with Restate, indicating that female auditors-in-charge tend to deliver higher audit quality—consistent with social role theory (Eagly, 1987) and prior evidence in developed markets.

Table 4.1: Test for H1a and H1b – Associations between auditor gender and audit quality (n = 3,223)

Variable	Restate	AQuality
	Coef.	Coef.
PGen	-0.193* (0.076)	-0.188* (0.065)
AGen	0.085 (0.332)	0.168** (0.044)
Big4	-0.064 (0.551)	-0.109 (0.283)
AuditorRotation	0.186* (0.097)	0.231** (0.029)
Dual	0.175* (0.077)	0.043 (0.647)
BODsize	0.049 (0.106)	0.001 (0.981)

BOMsize	-0.130*** (0)	-0.078*** (0.003)
CEOGen	-0.136 (0.399)	-0.252 (0.106)
ChiefGen	-0.083 (0.35)	-0.038 (0.647)
ChairGen	-0.164 (0.318)	-0.044 (0.777)
FBOD	-0.086* (0.103)	-0.087* (0.085)
FBOM	0.179*** (0.004)	0.115** (0.049)
ClientSize	0.026 (0.534)	-0.01 (0.803)
LOSS	0.221 (0.224)	0.179 (0.309)
ROA	-4.407*** (0)	-4.659*** (0)
Leverage	0.212 (0.383)	0.165 (0.472)
_cons	-1.621 (0.145)	-0.226 (0.831)
LR chi2(16)	124.03	132.93
Prob > chi2	0.000	0.000
<i>Hosmer-Lemeshow chi2(10)</i>	<i>4.000</i>	<i>14.280</i>
<i>Prob > chi2</i>	<i>0.857</i>	<i>0.075</i>
<i>Correctly classified (%)</i>	<i>77.07%</i>	<i>73.22%</i>

Notes: *, **, *** indicate significance at the 0.10, 0.05 and 0.01 levels,

respectively. P-value in parentheses. The variables are defines in Appendix 1.

My findings contrast with those of Nguyen, Nguyen, Nguyen, and Nguyen (2016) and Nguyen Thi Ngoc Cam (2019), who report a positive association between female auditors and audit quality—measured by discretionary accruals—in Vietnam. These differences may stem from key methodological distinctions: the prior studies did not account for Vietnam’s dual-signature audit structure, used simpler models with fewer control variables, relied on smaller sample sizes, and measured audit quality differently.

4.2. Auditor Gender Diversity and Audit Quality

Table 4.2 presents the regression results from Equation 2, which evaluates the effect of auditor gender diversity on audit quality in order to test Hypothesis H2.

Table 4.2: Test for H2 - Association between gender diversity and audit quality (n = 3,223)

Variable	Restate Coef.	AQuality Coef.
PGen	-0.192* (0.076)	-0.185* (0.068)
AGen	0.014 (0.893)	0.066 (0.513)
ADiver	0.122 (0.256)	0.178* (0.076)
Big4	-0.072 (0.499)	-0.122 (0.230)
AuditorRotation	0.192* (0.088)	0.24** (0.024)
Dual	0.176* (0.076)	0.045 (0.639)
BODsize	0.049 (0.101)	0.002 (0.956)
BOMsize	-0.130*** (0.000)	-0.078*** (0.002)
CEOGen	-0.132 (0.415)	-0.246 (0.116)
ChiefGen	-0.083 (0.351)	-0.038 (0.648)
ChairGen	-0.163 (0.321)	-0.042 (0.787)
FBOD	-0.088* (0.098)	-0.089* (0.078)
FBOM	0.179*** (0.004)	0.116** (0.047)
ClientSize	0.027 (0.516)	-0.008 (0.838)
LOSS	0.216 (0.234)	0.172 (0.329)
ROA	-4.398*** (0.000)	-4.652*** (0.000)
Leverage	0.200 (0.410)	0.146 (0.524)
_cons	-1.669 (0.134)	-0.297 (0.779)
<i>LR chi2(17)</i>	<i>125.32</i>	<i>136.07</i>

<i>Prob > chi2</i>	<i>0.000</i>	<i>0.000</i>
<i>Hosmer-Lemeshow chi2(10)</i>	<i>3.580</i>	<i>7.870</i>
<i>Prob > chi2</i>	<i>0.893</i>	<i>0.447</i>
<i>Correctly classified (%)</i>	<i>77.35%</i>	<i>73.60%</i>

Notes: *, **, *** indicate significance at the 0.10, 0.05 and 0.01 levels, respectively. P-value in parentheses. The variables are defines in Appendix 1.

Gender diversity (ADiver) is positively and marginally significant with audit quality, as measured by AQuality ($\beta_3 = 0.178$, $p = 0.076$). This supports the information-processing perspective (Knippenberg & Schippers, 2007). The finding supports Hypothesis H2 and suggests that team-level gender diversity contributes more to audit quality than individual gender alone.

4.3. Moderating effects of Auditor Workload and Auditor Experience

Table 4.3 reports the results of Equation 3, which examines the moderating effects of auditor workload and experience on the relationship between auditor gender and audit quality.

Two-way interactions reveal that workload (PWG) and experience (PEG) independently attenuate the negative relationship between female audit partners and audit quality, suggesting female partners may adapt better under pressure and benefit from accumulated experience. These results align with Social Role theory (Eagly, 1987) and Expertise theories (Chi et al., 1988).

Table 4.3: Test for H3a, H3b, H4a, H4b, H5a and H5b - Moderating effects of auditor workload and auditor experience on the relationships of auditor gender and audit quality (n = 3,223)

Variable	Restate	AQuality
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	Coef.	Coef.
PGen	-1.336** (0.032)	-1.475*** (0.013)
AGen	-0.268 (0.376)	-0.218 (0.447)
ADiver	0.153 (0.160)	0.201** (0.049)
PWork	-0.028* (0.060)	-0.008 (0.562)
PExper	-0.023** (0.034)	-0.033*** (0.001)
AWork	0.005 (0.885)	-0.018 (0.615)
AExper	0.005 (0.680)	0.006 (0.610)
PWG	0.330* (0.065)	0.42*** (0.010)
PEG	0.073* (0.069)	0.067* (0.079)
PWEG	-0.021* (0.066)	-0.021** (0.039)
AWG	0.035 (0.715)	0.026 (0.775)
AEG	0.027 (0.356)	0.026 (0.35)
AWEG	-0.003 (0.788)	-0.001 (0.896)
Big4	-0.096 (0.403)	-0.141 (0.197)
AuditorRotation	0.187* (0.098)	0.26** (0.015)
Dual	0.163 (0.106)	0.017 (0.859)
BODsize	0.053* (0.081)	0.005 (0.860)
BOMsize	-0.137*** (0.000)	-0.085*** (0.001)
CEOGen	-0.124 (0.448)	-0.215 (0.172)
ChiefGen	-0.097 (0.279)	-0.044 (0.599)
ChairGen	-0.149 (0.367)	-0.039 (0.802)
FBOD	-0.080 (0.134)	-0.083 (0.105)
FBOM	0.180*** (0.003)	0.113** (0.056)
ClientSize	0.041 (0.335)	0.013 (0.740)
LOSS	0.219 (0.229)	0.186 (0.292)
ROA	-4.260*** (0.000)	-4.625*** (0.000)

Leverage	0.241 (0.325)	0.138 (0.552)
_cons	-1.69 (0.136)	-0.422 (0.696)
<i>LR chi2(27)</i>	<i>140.36</i>	<i>158.99</i>
<i>Prob > chi2</i>	<i>0.000</i>	<i>0.000</i>
<i>Hosmer-Lemeshow chi2(10)</i>	<i>3.480</i>	<i>5.450</i>
<i>Prob > chi2</i>	<i>0.901</i>	<i>0.709</i>
<i>Correctly classified (%)</i>	<i>77.07%</i>	<i>73.57%</i>

Notes: *, **, *** indicate significance at the 0.10, 0.05 and 0.01 levels, respectively. P-value in parentheses. The variables are defines in Appendix 1.

However, the three-way interaction (PWEG) is negative and significant ($\beta = -0.021$, $p < 0.07$), indicating that experience amplifies the negative moderating effect of workload on the relationship between gender and audit quality. In other words, when both workload and experience are high, female audit partners may face compounded pressures that further diminish audit performance. This finding aligns with Strain Accumulation Model (Karasek, 1990; Paul & Steve, 1998) and Burnout theory (Maslach et al., 2001), suggesting that rising to senior leadership roles can increase exposure to gender bias—gradually eroding resilience and heightening susceptibility to stress and burnout under excessive workload.

Chapter 5: CONCLUSION

5.1. Summary of Key Findings

This study investigates how auditor gender and gender diversity affect audit quality in Vietnam, focusing on the moderating roles of workload and experience. Using 3,223 firm-year observations from HOSE-listed firms (2010–2023) and unstructured data, it introduces two output-based audit quality proxies—Restate and AQuality—tailored to Vietnam’s disclosure rules. Regression results show female audit partners are linked to lower audit quality, likely due to structural bias, while female auditors-in-charge and gender-diverse teams improve quality. Workload and experience individually mitigate the gender effect, but together they intensify pressure on female partners, supporting theories of role strain and burnout.

5.2. Implications of the Research

This study makes key theoretical contributions by extending established theories into Vietnam’s audit context, introducing two output-based audit quality measures (Restate and AQuality), contextualizing gender effects in a non-Western setting, highlighting the value of gender-diverse teams, and advancing a multi-moderator framework involving workload and experience. Managerially, it urges Vietnamese audit firms to address structural gender barriers, form gender-diverse signing teams, manage workloads—especially for partners—re-engage experienced auditors, and avoid overburdening senior female partners. At the policy level, it recommends promoting gender equity in audit leadership, encouraging diverse signing teams, regulating partner workloads,

supporting late-career development, and institutionalizing Restate and AQuality as part of audit oversight.

5.3. Recommendations for Future Research

While this study offers valuable insights into how auditor gender, diversity, workload, and experience influence audit quality in Vietnam, several future research directions remain. First, cross-country comparisons could examine how social and institutional contexts shape these dynamics. Second, expanding the analysis to the entire audit team, not just co-signing auditors, could reveal broader effects of gender diversity. Third, future studies could include a more diverse sample—covering private firms, state-owned enterprises, and companies listed on HNX or UPCOM—for greater generalizability. Fourth, auditor workload could be better captured by incorporating engagement complexity, client size, and non-audit responsibilities. Finally, qualitative research—such as interviews or case studies—could deepen understanding of how female audit partners experience and manage workload, discrimination, and career challenges in Vietnam’s unique cultural context.

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