

# Analisis Determinan Individual dan Situasional terhadap Intensi Pelaporan Pelanggaran (Studi Kasus pada Instansi Sektor Publik) = Whistleblowing: Individual and Organizational Determinants of the Intention to Report Wrongdoing in Public Sector.

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Abstrak

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Whistleblowing diyakini memiliki peran penting dalam mengontrol terjadinya pelanggaran di tempat kerja. Penelitian ini dilakukan untuk mengetahui peran faktor situasional seperti ethics training, perceived ethical leadership dan perceived ethical climate serta faktor individual seperti moral courage terhadap whistleblowing intention di salah satu lembaga sektor publik. Hasil analisis 239 sampel yang diambil dari pegawai Lembaga Negara Lima Citra menunjukkan bahwa ethics training berpengaruh negatif signifikan sedangkan perceived ethical leadership berpengaruh negatif dan tidak signifikan terhadap whistleblowing intention. Ethics training dan perceived ethical leadership ditemukan berpengaruh positif secara signifikan terhadap perceived ethical climate, sedangkan perceived ethical climate berpengaruh positif namun tidak signifikan terhadap whistleblowing intention. Efek mediasi perceived ethical climate pada hubungan antara ethics training dan perceived ethical climate dengan whistleblowing intention tidak terbukti begitu juga dengan efek moderasi moral courage terhadap hubungan antara perceived ethical climate dan whistleblowing intention. Hasil penelitian ini diharapkan dapat memberikan masukan pada peningkatan sistem whistleblowing di lembaga pemerintah.

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**ABSTRACT**

Whistleblowing is believed to have an important role in controlling the occurrence of violations in the workplace. This study was conducted to determine the role of situational factors such as ethics training, perceived ethical leadership and perceived ethical climate and individual factors such as moral courage towards whistleblowing intention in one public sector institution. The results of the analysis of 239 samples taken from Lima Citra State Institution employees show that ethics training has a significant negative effect while perceived ethical leadership has a negative and not significant effect on whistleblowing intention. Ethics training and perceived ethical leadership were found to have a significant positive effect on perceived ethical climate, while perceived ethical climate had a positive but not significant effect on whistleblowing intention. The mediating effect of perceived ethical climate on the relationship between ethics training and perceived ethical climate with whistleblowing intention was not proven as well as the effect of moral courage moderation on the relationship between perceived ethical climate and whistleblowing intention. The results of this study are expected to provide input on improving the whistleblowing system in government institutions.