



# ICON-BE 2022



# PROCEEDING

The 2<sup>nd</sup> International Conference On Business And Economics

“Acceleration of Innovation Reconfiguration and Digital Economy Development in an Archipelagic Country Post Covid-19 Pandemic”

  
UNIVERSITAS  
PATTIMURA  
  
FAKULTAS  
EKONOMI & BISNIS

Dipublikasi Online pada:  
Pattimura Proceeding:  
Conference of Science and  
Technology



# PROCEEDING

THE 2<sup>ND</sup> INTERNATIONAL CONFERENCE ON BUSINESS AND ECONOMICS

“Acceleration of Innovation Reconfiguration and Digital Economy  
Development in an Archipelagic Country Post Covid-19 Pandemic”

Ambon, October 15<sup>th</sup> 2022

Published by Universitas Pattimura  
@Hak Cipta dilindungi Undang-undang

e-ISSN: 2829-3770

DOI issue: <https://doi.org/10.30598/PattimuraSci.2023.ICONBE2>

Published online on:

**Pattimura Proceeding: Conference of Science and Technology**

Indexed by:



**May 2023**

## Proceeding Team

### Editor:

Paskanova C. Gainau, SE. M.Ak (Chairman)  
Erfendi Regar, SE. M.M. (Member)  
Oki Nurul Asma Tualeka, SE (Member)  
Dr. Pieter Agusthinus Riupassa (Member)

### Cover Design:

The 2<sup>nd</sup> Icon Be Team  
Size: 29.7 x 21 cm

### Reviewer:

1. Fransiska N. Ralahallo, SE. M.Sc
2. Paskanova C. Gainau, SE. M.Ak
3. Erfendi Regar, SE. M.M.
4. Yopi Andry Lesnussa, S.Si. M.Si
5. Taufan Talib, S.Pd. M.Si

#### Description of Cover Background Image:

**Photo "Faculty of Economics and Business Building, B Building, Pattimura University."** – A building that was inaugurated in 2020 will provide space intended for 4000 students who are included in the UNPATTI plan. This was made a priority by the Ministry of Research, Technology, and Higher Education and the Minister of Finance of the Republic of Indonesia, and was followed up by Bappenas and 2019 SBSN funding. The building shape that looks like a ship is taken from the Principal Scientific Pattern of Pattimura University, namely Bina Mulia Maritime Affairs. This indicates that the Faculty of Economics and Business is ready to oversee economic development in Maluku based on islands. The Faculty of Economics at Pattimura University itself has three main buildings supporting lectures with two floors, all located within the Poka Campus of Pattimura University. In general, lecture buildings are equipped with various lecture support facilities. These facilities include air-conditioned lecture halls supported by multimedia equipment, computer laboratories, libraries, auditoriums, student canteens, gazebos, internet hotspots, and motorized vehicle parking lots.

## Preface

This proceeding was prepared based on the outcomes of the international seminar on the 2<sup>nd</sup> ICON-BE activity by theme “**Acceleration of Innovation Reconfiguration and Digital Economy Development in an Archipelagic Country Post COVID-19 Pandemic**”, held on October 15, 2022, at the Swiss Bell Hotel in Ambon. The seminar is being held in order to provide constructive scientific thinking to the government and other stakeholders in order to ensure the establishment of the Post-COVID-19 Pandemic Digital Economy, as the subject has been suggested. This seminar’s scientific concepts were gathered from researchers, professors, and practitioners.

This international seminar activity was attended by participants consisting of experts, researchers, academics, representatives of the Ministry of Tourism and Creative Economy, as well as practitioners in the fields of business and tourism.

We appreciate the Minister of Tourism and Creative Economy for sharing his thoughts on the need to build a post-pandemic digital economy, particularly in island nations. With the issue raised, gratitude and appreciation are also expressed to the invited speakers, including Mrs. Prof. Dr. Sri Adiningsih, M.Sc., from Gadjah Mada University by Topic “**Digital Economy Transformation in Indonesia**”. To Mrs Jeongyoon Lee, Ph.D., from the University of Kentucky with the topic raised “**Policy and Regulatory Network in encouraging Digital Economy Development and Virtual Interaction**”. To Mrs. Dr. Vanessa Ratten from La Trobe University with the topic raised “**Impact of Economic Digitalization on Ecotourism in Archipelagic Country**”. To Mr. Arif Perdana, Ph.D., CA from Monash University with the topic raised “**Digital Finance and Innovation to Support Financial Inclusion**”.

Furthermore, the authors, editors, and organizers of this international seminar acknowledged their appreciation and gratitude for the study findings and seminar perspectives. Everything went off without a hitch, from preparation to execution.

As a result, we anticipate that this process will be especially beneficial to the growth of digital economics in post-pandemic archipelagic countries. If there any flaws in this document, please realize and let us know that it will be addressed in the next event.

Ambon, May 2023

Head of Executive Committee The 2<sup>nd</sup> ICON-BE

Dr. Conchita V. Latupapua, SE. M.M.

The 2<sup>nd</sup> International Conference on Business and Economics Committee  
(in Bahasa)

K E P U T U S A N

DEKAN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS PATTIMURA

NOMOR: 108/UN13.1.4/SK/2022

DEKAN FAKULTAS EKONOMI DAN BISNIS,

- Menimbang : a. bahwa dalam rangka mempersiapkan The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2) maka dipandang perlu membentuk PANITIA The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2);
- b. bahwa mereka yang namanya tersebut pada lampiran keputusan ini, dipandang cakap untuk diangkat sebagai panitia The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2);
- c. bahwa berdasarkan pertimbangan sebagaimana dimaksud dalam huruf a dan huruf b, perlu ditetapkan dengan Keputusan Dekan Fakultas Ekonomi dan Bisnis Universitas Pattimura;
- Mengingat : 1. Undang-Undang R.I. Nomor 20 Tahun 2003 tentang sistem Pendidikan Nasional;
2. Undang-Undang R.I. Nomor 12 Tahun 2002 Pendidikan Tinggi;
3. Undang-Undang R.I. Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara;
4. Peraturan Pemerintah R.I. Nomor 4 Tahun 2014 tentang Penyelenggaraan Pendidikan Tinggi dan Pengelolaan Perguruan Tinggi;
5. Peraturan Presiden R.I. Nomor 13 Tahun 2015 tentang Kementerian Riset, Teknologi dan Pendidikan Tinggi;
6. Keputusan Presiden R.I. Nomor 66 Tahun 1963 tentang Pendidikan Universitas Pattimura;
7. Peraturan Menteri Riset, Teknologi, dan Pendidikan Tinggi R.I. Nomor 20 Tahun 2016, tentang Organisasi dan Tata Kerja Universitas Pattimura;
8. Peraturan Menteri Riset, Teknologi dan Pendidikan Tinggi R.I. Nomor 52 Tahun 2017, tentang Status Universitas Pattimura;
9. Keputusan Menteri Riset, Teknologi dan Pendidikan Tinggi R.I. Nomor 10/M/KPT/2016, tentang Pemberhentian dan Pengangkatan Rektor Universitas Pattimura;
10. Keputusan Menteri PTIP Nomor 108 Tahun 1965 tertanggal 1 September 1965 tentang Penegerian Fakultas Ekonomi Universitas Pattimura;
11. Keputusan Rektor Universitas Pattimura Nomor 1337/UN.13/SK/2017, tanggal 5 Juni 2020, tentang Pengangkatan Saudara Dr. Erly Leiwakabessy, M.Si sebagai Dekan Fakultas Ekonomi dan Bisnis Universitas Pattimura Periode 2020-2024;

## M E M U T U S K A N

- Menetapkan : KEPUTUSAN DEKAN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS PATTIMURA TENTANG KOMPOSISI PANITIA The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2)
- KESATU : Mengingat mereka yang namanya tertera dalam lampiran Surat Keputusan ini sebagai PANITIA The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2)
- KEDUA : Tim bertugas merencanakan, mempersiapkan serta menyusun hal-hal yang berkaitan dengan The 2<sup>nd</sup> International Conference on Business and Economics (ICON-BE 2)
- KETIGA : Keputusan ini mulai berlaku pada tanggal ditetapkannya dengan ketentuan apabila terdapat kekeliruan dalam keputusan ini akan diperbaiki sebagaimana mestinya.

Ditetapkan di Ambon,  
Pada Tanggal 29 Agustus 2022

ERLY LEIWAKABESSY  
NIP 196208201988031003

LAMPIRAN  
 KEPUTUSAN DEKAN FAKULTAS EKONOMI DAN BISNIS  
 NOMOR : 108/UN13.1.4/SK/2022  
 TANGGAL : 29 Agustus 2022  
 TENTANG  
 KOMPOSISI PANITIA The 2<sup>nd</sup>  
 International Conference on Business and Economics  
 (ICON-BE 2)

No	Nama / NIP	Jabatan	Kedudukan Dalam Tim
1	2	3	4
1.	Dr. Erly Leiwakabessy, M.Si NIP. 196208201988031003	Dekan	Pengarah
2.	Dr. Rukmuin W. Payapo, SE., M.Si NIP 197211231998032003	Wakil Dekan Bidang Umum dan Keuangan	Pengarah
3.	Fanny M. Anakotta, SE., M.Si NIP 196703101993032002	Wakil Dekan Bidang Kemahasiswaan dan Alumni	Pengarah
4.	Bin Raudha A. Hanoeboen, SE., ME. NIP 19780712200512003	Wakil Dekan Bidang Akademik	Penanggung Jawab
5.	Rusdi Abidin, SE NIP 197601212005021008	Koordinator Bagian TU	Penanggung Jawab
6.	Dr. Conchita V. Latupapua, SE., M.M NIP 197404182001122001	Ketua Jurusan Manajemen	Ketua Panitia
7.	Muhammad R. Assel, SE., M.Sc. NIP. 198307022009121004	Tenaga Pendidik Jurusan EP	Sekretaris
8.	Dewi N. Soepriadi, S.S., M.Hum. NIP 198611242015042001	Tenaga Pendidik Jurusan Akuntansi	Koordinator Humas
9.	Desry J. Louhenapessy, SE., M.Si NIP 197112012005012001	Tenaga Pendidik Jurusan EP	Koordinator Acara
10.	Erfendi Regar, SE.,M.M	Tenaga Pendidik Non PNS Jurusan Manajemen	Koordinator Sekretaris
11.	Fransiska N. Ralahallo, SE., M.Sc NIP 198212292006042002	Tenaga Pendidik Jurusan Manajemen	Koordinator Conference
12.	Paskanova C. Gainau, SE., M.Ak NIP 199004162020122014	Tenaga Pendidik Jurusan Akuntansi	Koordinator Call For Paper
13.	Ribka S.F. Bonara, SE., M.Ak NIP198902222022032007	Tenaga Pendidik Jurusan Akuntansi	Koordinator Dokumentasi

DEKAN

ERLY LEIWAKABESSY  
 NIP 196208201988031003

## List of Contents

Cover	i
Proceeding Team	ii
Preface	iii
The 2nd International Conference on Business and Economics Committee	iv
List of Contents	vii
THE OUTCOMES OF JOB SATISFACTION ON PUBLIC SECTOR ORGANIZATIONS' EMPLOYEES ACROSS COUNTRIES: A SYSTEMATIC REVIEW	1–16
Zainal Putra, Jasman J. Ma'ruf, Mukhlis Yunus, & Hamdi Harmen	
THE RELATIONSHIP BETWEEN INVESTMENT AND EXPORT OF LIVESTOCK SECTOR TO ECONOMIC GROWTH IN INDONESIA	17–24
Suhartina	
THE FACTORS IN INTENTION TO DO WHISTLEBLOWING (EMPIRICAL STUDY IN OPD KUANTAN SINGINGI)	25–32
Menhard, & Safrizal	
RESOURCES AND CAPABILITIES OF FISHERMEN IN AMBON: WHAT LEADS TO COMPETITIVE ADVANTAGE?	33–45
Paskanova Christi Gainau, Trisye Natalia Kilay, & Ribka Shintia Bonara	
WAGE IMPLEMENTATION SYSTEM IN SHARIA ECONOMIC PERSPECTIVE AS A SOLUTION TO INCREASE THE ECONOMIC LEVEL OF FLOATING CRAFT ENTREPRENEURS	46–55
Muhammad Yusuf, & Maya Rizki Sari	
ANALYSIS OF SERVICE QUALITY DESIGN WITH INTEGRATION OF KANO MODEL AND HOUSE OF QUALITY (HOQ) : CASE STUDY AT PT. MATAHARI DEPARTMENT STORE	56–70
Satya Adrianina Kusumastuti, Titik Kusmantini, & Sabihaini	
THE INFLUENCE OF THE DIMENSIONS OF TOTAL QUALITY MANAGEMENT TOWARDS EMPLOYEE PERFORMANCE IN RSUD DR. H. ISHAK UMARELLA	71–78
Fransisika Natalia Ralahallo, Baretha Meisar Titioka, & Elisabeth M. P. Ririhatuela	
THE DEVELOPMENT OF TOURISM VILLAGE THROUGH THE IMPLEMENTATION OF DIGITAL MARKETING	79–83
Vanessa Gaffar, Tia Yuliawati, Askolani, & Arief Budiman	
IMPLEMENTATION OF RISK MITIGATION IN FREIGHT FORWARDING SERVICE COMPANY (CASE STUDY IN J&T EXPRESS YOGYAKARTA)	84–96
Ambonita Dwi Djayanti, Titik Kusmantini, & Sabihaini	



# THE FACTORS IN INTENTION TO DO WHISTLEBLOWING (EMPIRICAL STUDY IN OPD KUANTAN SINGINGI)

**Menhard\***

STIE Mahaputra Riau, Indonesia

(\*Correspondence e-mail: menhard1967@gmail.com)

**Safrizal**

STIE Mahaputra Riau, Indonesia

(safrizal@stie-mahaputra-riau.ac.id)

DOI: <https://doi.org/10.30598/PattimuraSci.2023.ICONBE2.25-32>

## ABSTRACT

**Introduction/Main Objectives:** Whistleblowing means information by an employee believed to be related to violations of laws, regulations, codes of conduct, professional speech, or procedural errors, corruption, abuse of authority, or threats to public safety and workplace safety. It is an act of disclosure. **Background issue:** Corruption is a big concern, but not all can be solved. **Novelty:** While whistleblowing investigations are typically conducted in the private sector, in this case the whistleblowing investigation is more recent as it is conducted in the government sector. **Research method:** This study is a quantitative study of all regional tissue populations and uses a targeted sampling technique using criteria. The main sources of research data are distribution of questionnaires and reference books and academic papers. The analysis used to test the data is multiple linear regression. **Findings/Results:** The results of this study show that individual cost variables, fraud severity, and organizational commitment influence intentions to take whistleblowing actions. **Conclusion:** Based on the discussion in the study, we can conclude that whistleblowing is an important study in the government sector, influenced by personal cost factors, fraud severity, and organizational commitment.

**Keywords:** whistleblowing, personal cost, level of seriousness of fraud, and organizational commitment

**JEL Classification:** M21, M41

---

## INTRODUCTION

The number of fraudulent acts that have been uncovered in recent years, both in the public and private sectors, has received serious attention from the public. Especially in the public sector in Indonesia, the most sensitive typology of fraud and a concern is corruption. Corruption is the act of someone who abuses trust in an issue or organization for profit ([www.wikipedia.com](http://www.wikipedia.com)). This act of corruption occurs because of several factors that occur in the community. Factors causing corruption include internal and external factors. Internal factors are traits that come from ourselves such as greed and a consumptive lifestyle, while external factors are traits that come from outside of us such as political factors, legal factors, economic factors, and organizational factors.

Based on the 2015 Corruption Perceptions Index (CPI) published by Transparency International, Indonesia scored 36 or was ranked 88th out of 168 countries surveyed. These results indicate that the perception of corruption in Indonesia is still high. When compared to 2014 and 2013, Indonesia's CPI also received scores that were not much different, namely 34 and 32, so it can be interpreted that efforts to eradicate corruption in Indonesia are considered not yet significant.

Based on the 2016 Performance Report for Handling Corruption Cases by Law Enforcement Officials, published by ICW (Indonesia Corruption Watch), there were 482 corruption cases with 1,101 suspects with a state loss of Rp1.45 trillion and a bribe value of Rp.31 billion. This condition indicates that corruption cases involving State Civil Apparatus in Indonesia are still increasing from the previous year.

Corruption always causes losses, for that corruption needs to be eradicated. No matter how small the corrupted funds, eradicating minor corruption is as strategic as eradicating major corruption (Diniastri, 2010). If left unchecked, the seeds of small corruption can become a bad habit that results in big corruption.

To eradicate corruption that occurs in an organization, of course the corruption must be detected first. One of the effective tools used to detect corruption is to empower Whistle-blowing. Participation in the whistleblowing system can be a response to provide information about indications of corruption (Basri *et al.*, 2017).

Whistleblowing is a report made by members of the organization (active or non-active) regarding violations, illegal or immoral actions to parties inside and outside the organization (Kreshastuti, 2014). Meanwhile, those who reveal fraud or who do whistleblowing are called whistleblowers. Basically, whistleblowers are employees of the organization itself (internal parties), but it is not closed that there are whistleblowers from external parties such as customers, suppliers, and the community (Alleyne *et al.*, 2017).

There are two kinds of whistleblowing, namely internal whistleblowing and external whistleblowing. Internal whistleblowing occurs within the scope of the company where the person who commits fraud is an individual within the company and then it is reported to the relevant superior because his actions can harm the company. External whistleblowing occurs when an employee finds out about fraud committed by the company and then leaks it to the public because the fraud will harm the community. The criteria for a whistleblower are to convey it to the competent authority or to the mass media or the public in the hope that the alleged crime can be uncovered and uncovered, the whistleblower must be an insider, and namely the person who discloses the alleged violation and the crime occurred in his place of work.

Even if there is a law protecting Whistleblowers, the company itself should encourage more protection for Whistleblowers because Whistleblowing is a key element of anti-corruption measures in the workplace. They are the first to come in any form of contact or witness incidents such as violations of state or local laws, collection of undelivered goods or other types of fraudulent financial activity, which can cause more harm to the company if left undiscovered. Whistleblowing usually has an unpleasant impact on whistleblowers, such as job loss, threats of revenge, and being ostracized in the work environment. Research says as many as 90% of whistleblowers lose their jobs (Andrade, 2015).

However, not all whistleblowing cases have a sad ending. For example, a whistleblower who received \$52 million reward for revealing fraud that occurred at the insurance company "Medicare" was carried out by Smith Kline Beecham (Caillier, 2017). The emergence of the Enron and Worldcom cases indicates that whistleblowing also occurs in the accounting field. Enron came into the public eye in late 2001, when the disclosure of its reported financial condition was supported by systematic, institutionalized, and creatively planned accounting fraud.

As a result of this case, the Sarbanes Oxley Act (SOA) 2002 was passed in response to corporate scandals such as Enron and Worldcom, which indicated the occurrence of external whistleblowing. Similar to the Enron case, whistleblowing also occurs in Indonesia. For example, the financial statement manipulation scandal carried out by PT Kimia Farma. Not only in the field of accounting, whistleblowing also occurs in the health sector (the case of the Omni Hospital) and in the legal field (the case of Susno Duadji).

In Kuantan Singingi Regency, Riau where the former regent of Kuantan Singingi who served for two terms was reported to the "Indonesian Corruption Eradication Commission" and ICW regarding budget mark-ups. In this case, the whistleblower is Rezaludin Bakar as an anti-corruption activist and senior advocate. Whistleblower said he took steps to file a report to the two institutions, given the large number of reports in the area that have not yet been completed by law enforcement ([www.bualbual.com](http://www.bualbual.com)).

In light of the depiction of the cases above, it tends to be reasoned that whistleblowing is vital as far as revealing the infringement that happened. Regarding the effectiveness of whistleblowing, a number of organizations have set up a hotline whistleblowing system to find fraud through a variety of channels of communication, like internet networks or telephone complaints services.

In Indonesia, the whistleblowing system is a violation reporting system that is still relatively new. The National Committee on Governance Policy (KNKG) issued a Whistleblowing System (WBS) Manual in 2008 that can be used by businesses to develop a manual system for reporting violations in order to provide benefits for improving the quality of GCG implementation in Indonesia and encourage the creation of GCG (Good Corporate Governance). The Institute of Business Ethics, a global organization, conducted a survey

in 2007 that yielded the findings that led to the development of this policy. According to the findings of the survey, one in four employees are aware of a violation, and more than half of all employees would rather not speak up and allow the violation to continue (KNKG, 2008).

In order for businesses to create the most efficient whistle-blowing policies and procedures, it is essential to have an understanding of the factors that can influence employees' intentions to act. The effectiveness of the whistleblowing system is dependent on the participation of whistleblowers, as the system will be of no use if no one reports fraud. There are a number of factors that influence people's interest in whistleblowing that have been found in previous studies.

The personal cost of reporting is the first thing that is thought to influence someone's decision to report. An employee's perception of the risk of retaliation, retaliation, or sanctions from members of the organization is known as the personal cost of reporting (Schultz *et al.*, 1993). It is possible for members of the organization in question to come from colleagues, superiors, or management. Unfair performance evaluations, obstacles to salary increases, termination of employment contracts, and being transferred to undesirable positions are examples of intangible forms of retaliation (Cho, 2015).

The more noteworthy the view of an individual's very own expense, the less interest that individual will be to make whistle-blowing moves. Personal costs may be based on subjective evaluations (Cho, 2015), which means that employees' perceptions and expectations of personal costs may differ based on how they evaluate the issue. Members of the organization who report wrongdoing may view reporting as a costly and punishable act if they lose their jobs or are interrupted. The individual's perception (expectation) that the possibility of whistleblowing action will result in outcomes like management's attention to complaints, efforts to stop wrongdoing, and no retaliation will therefore be a factor in whistleblowing action.

According to Rifki *et al.* (2018) research, internal whistleblowing is influenced by the personal cost of reporting. In contrast, Bagustianto & Nurkholis (2015) research indicates that the intention to commit whistleblowing is negatively impacted by the personal cost of reporting.

The seriousness of the fraud is the second factor that motivates individuals to report fraud. The reality of misrepresentation is a huge proportion of the earnestness of the infringement that can hurt the association. If there is serious wrongdoing or fraud, members of the organization will be more likely to report it (Gao, 2015), and the organization will suffer greater losses from serious wrongdoing than from less serious wrongdoing (Winardi, 2015). 2013). There may be differences in how each organization member views the severity of fraud. In addition to relating to the magnitude of the fraud value, the type of fraud that occurred cannot be separated from the factor that shapes perceptions of the severity of fraud.

There may be differences in how each organization member views the degree to which fraud is serious. In addition to relating to the magnitude of the fraud value, the type of fraud that occurred cannot be separated from the factor that shapes perceptions of the severity of fraud. According to Miceli *et al.*, (1991), members of an organization may react differently to various forms of fraud. The severity of the fraud cannot be determined by the type of fraud, even though it is related to perception formation.

The consequences of the review which expressed that the degree of earnestness of bad behavior (cheating) meaningfully affected revenue in whistle-blowing. It was discovered in a study that used respondents from the South Sulawesi Provincial Government's internal auditor (Inspectorate) and lower-level civil servants (Winardi, 2013). According to Kaplan and Whitecotton's (2001) research, the auditor's interest in reporting suspicious behavior (questionable behavior) from his coworkers is unrelated to the auditor's perception of seriousness.

The third variable that impacts an individual's goal to do whistle-blowing is hierarchical responsibility. The relative strength of an individual's identification with and involvement in a particular organization is known as organizational commitment, and it can be characterized by three related factors: first, a firm belief in and acceptance of the organization's goals and values; second, an eagerness to put in a lot of effort for the organization; thirdly, a strong desire to remain a member of the group (Mowday *et al.*, 1979).

According to Kuryanto (2011), employees who are committed to the organization will exhibit positive attitudes and behaviors toward their organization, will have the heart to continue defending their organization, will strive to improve performance, and will have firm beliefs to achieve organizational goals. Employees who are highly committed to the organization as a whole will also have a strong sense of belonging to the organization. As a result, they will not hesitate to file a whistleblower complaint because

they believe that doing so will save the organization from being destroyed. Setiawati and Sari (2016), Husniati *et al.* (2017), Bagustianto & Nurkholis (2015), and Setyawati *et al.* (2015), stated that members of the National Association of Accountants (NAA)'s intention to disclose information is influenced by organizational commitment. According to a variety of findings gathered by Septianti (2013), the intention to engage in whistleblowing was unaffected by organizational commitment.

"Factors Affecting Interest in Civil Servants (PNS) to Perform Whistleblowing Actions (Study on PNS BPK RI)" by Bagustianto and Nurkholis (2015) served as the foundation for this new study. The independent variables used in this study—personal cost of reporting, severity level of fraud, and organizational commitment—are what distinguish this study from previous ones. The object of the study, the addition of one independent variable, the Professional Commitment variable, and the reduction of one non-used independent variable, the attitude variable, are what distinguish this study from previous studies. The researcher eliminated the attitude variable due to the numerous previous studies' evidence that attitude had a positive effect on the intention to engage in whistleblowing, and she included the professional commitment variable due to the numerous previous studies' findings that these variables were inconsistent. The previous study focused on PNS BPK RI, whereas this one will be carried out at Regional Apparatus Organization ('OPD') Kuantan Singingi. The explanation the scientist explored at OPD Kuantan Singingi was on the grounds that he saw the uncontrolled demonstrations of misrepresentation that were uncovered as of late at OPD Kuantan Singingi so it got serious consideration from people in general.

## **LITERATURE REVIEW & HYPOTHESES DEVELOPMENT**

### **1. Intention to Do Internal Whistleblowing**

According to Ghani *et al.*, (2013), whistleblowing is defined as the disclosure by employees of information that they believe contains violations of laws, regulations, practical guidelines, or professional statements, as well as information related to procedural errors, corruption, abuse of authority, or putting the public or the safety of the premises in danger work. According to Chiu (2003), the possibility of individuals engaging in actual whistleblowing behavior and being willing to do so is referred to as the intention to do so. A person's intention to take whistleblowing, according to Near and Miceli (1985), is an action that a person may take to report violations both internally and externally. There are two types of whistleblowing: internal and external. When an employee learns of fraud committed by another employee and then reports the fraud to his superior, this is known as internal whistleblowing. In contrast, external whistleblowing occurs when an employee learns of a company's fraud and tells the public about it because the fraud will harm the community.

### **2. Personal Cost**

Personal Cost Accounting is a cost in human resource accounting related to the function of personnel management in the search and development of human resources (Naukoko, 2014: 45). In the meantime, Schutlz *et al.* claim that (1993), as published by Bagustianto and Nurkholis (2015). An employee's perception of the risk of retaliation or sanctions from members of the organization, which can reduce employee interest in reporting wrong doing, is the personal cost of reporting. It is possible for members of the organization in question to come from colleagues, superiors, or management. Unfair performance evaluations, obstacles to salary increases, termination of employment contracts, and being transferred to undesirable positions are examples of intangible forms of retaliation (Curtis, 2006). One of the main reasons respondents don't want to report suspected violations is because they fear that their reports will not be followed up on, that they will face retaliation, or that management won't protect them from the threat of retaliation, particularly in the cases where managers are involved (Personal Cost) Brown, 2008: 672).

### **3. Level of Seriousness of Fraud**

The reality of misrepresentation is a huge proportion of the earnestness of the infringement that can hurt the association. If a suspected violation is serious, members of the organization will be more likely to report it (Miceli and Near, 1985). According to Winardi (2013), organizations will suffer greater losses from more severe violations than from less severe violations. There may be differences in how each organization member views the severity of fraud. According to Bagustianto and Nurkholis (2015), the type of fraud that occurs cannot be separated from the factors that shape perceptions of the severity of fraud.

#### 4. Organizational Commitment

Judge and Robbins, (2008: The degree to which an employee supports an organization's objectives and wishes to remain a member is known as organizational commitment. The alignment of employees (loyalty) to the organization that employs them can be interpreted as high commitment to the organization. Taiwo (2015), "Employees who are committed to the organization will have the spirit to continue defending their organization, strive to improve performance, and have a definite belief in realizing organizational goals," and they will exhibit positive attitudes and behaviors toward their institution. Employees and staff members who have a high level of internal organizational commitment will cultivate a strong sense of belonging to the organization. As a result, they will not hesitate to file a whistleblower complaint because they are confident that their actions will prevent the organization's demise. This variable will be measured using Mowday *et al.*, (1979) OCQ (Organizational Commitment Questionnaire) questionnaire model. According to the hypothesis development section, the OCQ is used to measure three aspects of organizational commitment: a strong belief in and acceptance of the organization's goals and values, a willingness to put in a lot of effort on behalf of the organization, and a strong desire to remain a member (loyalty).

### METHOD, DATA, AND ANALYSIS

The location that is the object of this research is the Regional Apparatus Organization (OPD) of Kuantan Singingi with the population being employees at the OPD Kuantan Singingi and with a purposive sampling method through the criteria of all employees working at the OPD Kuantan Singingi, having group 3 and below (not occupying certain positions), and has worked for a minimum of 3 years in the same OPD. Based on existing calculations of 24 OPD in Kuantan Singingi Regency, a sample of 72 respondents was obtained. Sources of data that will be used in this study sourced from primary and secondary data; research data collection obtained through the distribution of questionnaires. The analytical method used in this research is descriptive analysis method.

### RESULT AND DISCUSSION

Determination of research testing on intentions to take whistleblowing actions from research data that has been obtained. The main step is to test the quality of the data. The test results show that the research data is valid and reliable, and meets the assumption of data normality. So that the results of the regression analysis obtained are as follows:

Table 1. The Results of Linear Regression Analysis.

Model	Unstandardized Coefficients		Standardized Coefficients	T Count	T Table	Sig.
	Beta	Std. Error	Beta			
(Constant)	45.256	11.201		4.040	1.996	.000
Personal Cost	.591	.262	.250	2.255	1.996	.027
Level of Seriousness of Fraud	.761	.255	.341	2.984	1.996	.004
Organizational Commitment	.253	.104	.274	2.439	1.996	.017

Source: Processed Data (2022)

Based on Table 1, on the basis of the value of significance and T count which is greater than T table each variable shows that personal cost, level of seriousness of fraud, and organizational commitment has an effect on intention to do internal whistleblowing.

#### Influence of Personal Cost on Intention to Whistleblowing

According to Table 1, T count is greater than T table, which is 2.255 greater than 1.996, and significance of T (0.027) is less than 0.05; consequently, the first hypothesis ( $H_1$ ) is accepted. Based on the test results, it can be concluded that Personal Cost influences whistleblower intent. The employee's perception of the risk of retaliation or sanctions from members of the organization is shown by the personal cost of reporting, which can reduce employee interest in reporting wrongdoing (Schultz *et al.*, 1993). This may demonstrate that employees of regional apparatus organizations (OPD) in Kuantan Singingi Regency will be afraid to report fraud for fear of reprisals. Therefore, it is thought that personal costs have an effect on whistleblowing

because the intention to report wrongdoing is thought to be lower the higher the perception of personal costs. This study concurs with the findings of Pramugalih *et al.*, (2020), and Rifki *et al.*, (2018), who found that personal costs influence whistleblower intent.

### **The Influence of the Seriousness of Fraud on Intention to Whistleblowing**

Based on Table 1. It is evident that  $T_{count} > T_{table}$  is  $-2,954 > -1,996$  and that significance of  $T$  (0.004)  $< 0.05$ , indicating that the second hypothesis is accepted. Based on these tests' findings, it is possible to draw the conclusion that whistleblower intent is negatively impacted by fraud severity. The severity of fraud demonstrates a significant degree of the seriousness of violations that have the potential to harm the organization. According to Miceli and Near (1985), different members of the organization may have different perspectives regarding the gravity of fraud. Apart from the amount of fraud, the perception of the severity of the fraud cannot be separated from the fraud itself (Bagustianto & Nurkholis 2015). This may indicate that employees of OPD in Kuantan Singingi Regency are more likely to report fraud when it results in significant financial losses or when it affects multiple individuals. It stands to reason that if someone observes a violation that has a significant negative effect on them, they are more likely to report it. The individual is likely to file a report in order to reduce the likelihood of harm to the organization and losses that may also involve the individual if the issue is deemed serious. This study is in accordance with the aftereffects of exploration directed by Purnamasari *et al.*, (2016), Bagustianto and Nurkholis (2015), Prasetyo *et al.* (2017), which found that the degree of earnestness of misrepresentation influences the aim to do whistleblowing.

### **The Effect of Organizational Commitment on Intention to Whistleblowing**

From Table 1, it very well may be seen that  $T_{count} > T_{table}$  is  $2.439 > 1.995$  and probability significance of  $T$  (0.017)  $< 0.05$ , accordingly the third hypothesis is acknowledged. The results of the test lead us to the conclusion that whistleblower intent is influenced by organizational commitment. According to Kuryanto & Syarifuddin (2011), employees who have a high level of internal organizational commitment will also have a strong sense of belonging to the organization. As a result, they will not hesitate to file a whistleblower complaint because they believe that doing so will safeguard the business from ruin. This may demonstrate that an employee of the Regional Apparatus Organization (OPD) of Kampar Regency with a high level of organizational commitment will develop a strong sense of belonging to the organization and will not hesitate to report misconduct because he is confident that the appropriate action will be taken. This study concurs with those of Indriani *et al.*, (2019), Bagustianto & Nurkholis (2015), and Taylor & Curtis (2010), who found that interest in whistleblowing was influenced by organizational commitment.

## **CONCLUSION**

The following conclusions are based on the findings of the research and discussions that have been conducted: 1) the test of the first hypothesis reveals that whistleblower intent is influenced by personal costs. Whistleblowing is influenced more by a person's perception of their own personal cost. 2) The aftereffects of testing the subsequent speculation show that the degree of earnestness of extortion influences the aim to do whistleblowing. Employees who are aware of a fraud are more likely to report it if it is of a greater severity. 3) The consequences of testing the third speculation show that hierarchical responsibility influences the expectation to do whistleblowing. The consequences of this study demonstrate that a high hierarchical responsibility will prompt a high feeling of having a place with the association, so he won't hold back to do whistleblowing.

## **IMPLICATION, LIMITATION AND SUGGESTIONS**

The implication of this study illustrates that the intention to do whistleblowing is a must that needs to be instilled in an organization, as a form of efforts to combat fraud by sacrificing personal costs, and a high commitment that the action is an act that violates the law. Apart from that, the researcher put forward suggestions for improvement in future research, such as improvements in data collection methods accompanied by surveys, using a wider scope with varied variables.

## REFERENCE

- Alleyne, P., Soverall, W.C, Broome, T., & Pierce, A. (2017). Perceptions, predictors, and consequences of whistleblowing among accounting employees in Barbados. *Meditary Accountancy Research*, 25 (2), 241–267.
- Andrade, J.A. (2015). Reconceptualising Whistleblowing in a Complex World. *Journal of Business Ethics*, 128, 321–335.
- Bagustianto, R., & Nurkholis. (2015). Faktor-faktor yang Mempengaruhi Minat Pegawai Negeri Sipil (PNS) untuk Melakukan Tindakan Wistleblowing (Studi pada PNS BPK RI). *Ekuitas: Jurnal Ekonomi dan Keuangan*, 19(2), 276–295. Retrieved from <https://ejournal.stiesia.ac.id/ekuitas/article/view/91/86>
- Basri, S.A., Marsam, A.D., Majid, R.A., Abu, N.A., & Mohamed, N. (2017). Reinforcement tool of whistleblowing to eradicate fraud in the public sector. *SHS Web of Conference*, 36, 1–6.
- Brown, A.J. 2008. Whistleblowing in the Australian Public Sector: Enchancing the Theory and Practice of Internal Witness Management in Public Sector Organisations. Australia: ANU Press.
- Caillier, J.G. (2017). An examination of the role whistle-blowing education plays in the whistle-blowing process. *The Social Science Journal*, 54, 4–12.
- Chiu R. K. (2003). Ethical judgment and whistleblowing intention: Examining the moderating role of locus of control. *Journal of Business Ethics*, 43(1–2), 65–74. <https://doi.org/10.1023/A:1022911215204>
- Cho, Y.J., & Song, H.J. (2015). Determinants of whistleblowing within government agencies. *Public Personnel Management*, 44(4), 450–472.
- Curtis, M.B. (2006). Are Audit-related Ethical Decisions Dependent upon Mood? *Journal of Business Ethics*, 68(2), 191–209. <https://doi.org/10.1007/s10551-006-9066-9>
- Diniastri, E. (2010). Korupsi, Whistleblowing dan Etika Organisasi. *Tesis*. Universitas Brawijaya.
- Gao, L., & Brink, A.G. (2017). Whistleblowing studies in accounting research: A review of experimental studies on the determinants of whistleblowing. *Journal of Accounting Literature*, 38, 1–13.
- Ghani, N.A., Galbreath, J., & Evans, R. (2013). Predicting Whistle-Blowing Intention Among Supervisors in Malaysia. *Journal of Global Management*, 3(1), 1–18.
- Hanif, R.A., & Odiatma, F. (2017). Pengaruh Personal Cost Reporting, Status Wrong Doer, dan Tingkat Keseriusan Kesalahan terhadap Whistleblowing Intention. *Jurnal Akuntansi Keuangan Dan Bisnis*, 10 (1), 11–20.
- Indriani, M., Yulia, A., Nadirsyah, N., & Ariska, L.P. (2019). Whistleblowing Intention, Personal Cost, Organizational Commitment, and Fraud Seriousness Level. *Jurnal of Accounting and Investment*, 20 (2), 129–151. <https://doi.org/10.18196/jai.2002121>
- Janitra, Wimpi A., Hardi, H., & Wiguna, M. (2017). Pengaruh Orientasi Etika, Komitmen Profesional, Komitmen Organisasi, dan Sensitivitas Etis terhadap Internal Whistleblowing (Studi Empiris pada Skpd Kota Pekanbaru). *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau*, 4(1), 1208–1222.
- Kaplan, S.E., Whitecotton, S.M. (2001). An Examination of Auditors' Reporting Intentions When another Auditor Is Offered Client Employment. *Auditing Journal of Practice & Theory*, 20(1), 45-63. <https://doi.org/10.2308/aud.2001.20.1.45>
- Kreshastuti, D.K. 2014. Analisis Faktor-Faktor yang Memengaruhi Intensi Auditor untuk Melakukan Tindakan Whistleblowing (Studi Empiris pada Kantor Akuntan Publik di Semarang). *Diponegoro Journal of Accounting*, 3(2), 1–15.
- Kuryanto, K., & Syarifuddin, M. 2011. Pengaruh Modal Intelektual terhadap Kinerja Perusahaan. *Simposium Nasional Akuntansi XI*, Pontianak. Ikatan Akuntansi Indonesia.
- Maulana, R. (2016). The Effects of Planned Behavior, Professional Commitment, and Anticipatory Socialization on Whistleblowing Intention (Empirical Study of Accounting Students at Universitas Brawijaya). *Jurnal Ilmiah Mahasiswa Faculty of Economics and Business, University of Brawijaya*, 7(2), 1–18.
- Miceli, M.P., Near, J.P., & Schwenk, C.R. (1991). Who Blows the Whistle and Why? *Industrial and Labor Relations Review*, 45(1), 113–130. <https://doi.org/10.1177/001979399104500108>

- Mowday, R.T., Steers, R.M., & Porter, L.W. (1979). Organizational commitment questionnaire. *Journal of Vocational Behavior*, 14(2), 224–247. [https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)
- Naukoko, P.A. (2014). Akuntansi Sumber Daya Manusia. *Going Concern: Jurnal Riset Akuntansi*, 9(3), 43–51. <https://doi.org/10.32400/gc.9.3.6123.2014>
- Near, J.P., & Miceli, M.P. (1985). Organizational Dissidence: The Case of Whistle-Blowing. *Journal of Business Ethics*, 4, 1–16. <https://doi.org/10.1007/BF00382668>
- Pramugalih, A.A., Tarjo, & Prasetyono. (2020). The Effect of Whistle-blower Protection and Personal Cost Towards Whistleblowing Intentions. *International Colloquium on Forensics Accounting and Governance (ICFAG)*, 1(1), 1–12.
- Prasetyo, M.F., Purnamasari, P., & Maemunah, M. (2017.) Pengaruh Tingkat Keseriusan Pelanggaran, Faktor Demografi dan Faktor Organisasional terhadap Intensi Whistleblowing (Survey pada Karyawan Otoritas Jasa Keuangan Regional 2 Jawa Barat). *Kajian Akuntansi*, 18(2), 124–132.
- Rifki, R., Hardi, H., & Wiguna, M. (2018). Pengaruh Komitmen Profesional, Personal Cost, Locus of Control, Sifat Machiavellian dan Tingkat Keseriusan Kecurangan Terhadap Intensi Untuk Melakukan Whistleblowing Internal (Studi Empiris Pada Organisasi Perangkat Daerah Kabupaten Kuantan Singingi). *Jurnal Online Mahasiswa (JOM) Fakultas Ekonomi Universitas Riau*, 1(1), 1–15.
- Schultz, J.J., Johnson, D.A., Morris, D., & Dyrnes, S. (1993). An Investigation of The Reporting of Questionable Acts in An International Setting. *Journal of Accounting Research*, 31, 75–103. <https://doi.org/10.2307/2491165>
- Setiawati, L.P., & Sari, M.M.R. (2016). Profesionalisme, Komitmen Organisasi, Intensitas Moral dan Tindakan Akuntan Melakukan Whistleblowing. *E-Jurnal Akuntansi*, 17(1), 257–282.
- Setyawati, I., Ardiyani, K., & Sutrisno, C.R. (2015). Faktor-faktor yang Mempengaruhi Niat untuk Melakukan Whistleblowing Internal (The Factors Influencing Internal Whistleblowing Intentions). *Jurnal Ekonomi dan Bisnis*, 17(2), 22–33. Retrieved from <http://jurnal.unikal.ac.id/index.php/jebi/article/viewFile/334/314>
- Taiwo, S.F. (2015). Effects of Whistle Blowing Practices on Organizational Performance in the Nigerian Public Sector: Empirical Facts from selected Local Government in Lagos & Ogun State. *Journal of Marketing and Management*, 6(1), 41–61.
- Taylor, E.Z., & Curtis, M.B. (2010). An Examination of the Layers of Workplace Influences in Ethical Judgments: Whistleblowing Likelihood and Perseverance in Public Accounting Springer. *Journal of Business Ethics*, 93(1), 21–37. <https://doi.org/10.1007/s10551-009-0179-9>
- Winardi, R.D. (2013). The Influence of Individual and Situational Factors on Lower-Level Civil Servants' Whistle-Blowing Intention in Indonesia. *Journal of Indonesian Economy and Business*, 28(3), 361–376.