

Whistleblowing As an Effort to Reduce Fraud Actions

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Abstract:- Whistleblowing behavior is an action to reduce fraud in public sector organizations. Theory of Planned Behavior (TPB) has been used in research on behavior to show that behavior is not completely under the influence of the individual. This study aims to analyze the effect of (1) attitude towards behavior towards intention to do whistleblowing, (2) subjective norm towards intention to do whistleblowing, (3) perceived behavior control on intention to do whistleblowing, and (4) rewarding for intention to do whistleblowing. This study uses quantitative methods by distributing questionnaires using google form. The sample of this research is the State Civil Apparatus within the scope of the Southeast Sulawesi Provincial Government. The results showed that attitude towards behavior, subjective norms, perceived behavior control and reward giving have a positive effect on intention to do whistleblowing. This study enrich to the research literature on the intention to do whistleblowing.

Keywords:- Whistleblowing, Theory of Planned Behavior, Public Sector Organization.

I. INTRODUCTION

Along with the development of an increasingly complex economy, fraudulent practices in various forms have also developed. There have been many fraud scandals in the private and public sectors. The fraud cases that caused the public to stir the most were the disclosure of fraud cases of major world companies, such as the Enron, WorldCom, Anderson, and Tyco cases. Recently in Indonesia, there has also been an E-KTP corruption case involving the private, executive and legislative parties. The state losses due to E-KTP corruption are enormous, namely 2.3 trillion. According to ICW, cases of corruption or fraud in Indonesia in 2017 increased from the previous year. In 2016, there were 482 cases and in 2017 it increased to 576 cases. In 2017, most cases of corruption in Indonesia were found at the district / municipal government level with 222 cases.

Cheating or violations that occur will definitely result in huge losses. In order to minimize fraud that occurs, every organization seeks to instill all employees to behave honestly and report acts of fraud or violations if they find out.

Developing countries, particularly in Africa, consistently receive poor global ratings for corruption and fraud. For example, in the 2017 and 2018 Corruption Perceptions Index (CPI) reports, only eight out of 49 Sub-Saharan African countries had corruption perception scores above the global average (Transparency International, 2018, 2019). However, studies on the use of whistleblowing to combat corruption and fraud have focused on developed countries and not in Africa and other developing countries. (Okafor et al., 2020)

Cases of accounting fraud that have occurred in Indonesia and involve whistleblowers include cases involving Susno Duaji in the case of legal mafia practices, Agus Condro in the case for the election of Bank Indonesia Senior Deputy. Various kinds of fraud that occur in the private and public sectors can be prevented by disclosing existing fraud. According to Albrecht et al., (2014) there are two basic factors that can prevent fraud that occurs within an organization. The first factor is a culture of honesty that must be created, openness of information and support for employees. Meanwhile, the second factor is minimizing the loopholes for cheating and providing penalties for each perpetrator of fraud.

According to Albrecht et al., (2014) that one way to minimize the opportunity to commit fraud is to create a whistleblowing system. This opinion is in line with what was stated by Bagustianto (2015) that one of the effective ways to disclose fraud is to empower whistleblowing. Sweeney (2008) reveals that most cases of fraud that have occurred in the private or public sectors have been discovered so far because of employees disclosing such fraud. Although employee reporting of ethical violations in the workplace is recognized as an important measure for managing the integrity of the public service, not many public employees who have observed ethics violations actually report it. (Taylor, 2018)

According to Near and Micheli (1985), whistleblowing is defined as the disclosure or reporting made by employees or former employees of an organization for illegal, immoral, or unlawful practices under their leadership's control to individuals or organizations that can cause corrective action. Meanwhile, individuals who do whistleblowing are called whistleblowers.

Policy makers have created regulations that make employees more motivated or motivated to take whistleblowing actions. In the United States to encourage the intention of whistleblowing employees, namely by issuing the Sarbanes-Oxley (SOX) Act in 2002. While in Indonesia itself to encourage interest in whistleblowing, the National Committee for Governance Policy (KNKG) has made regulations on whistleblowing with the title Reporting System Guidelines and Violation (SPP) or whistleblowing system published on November 10, 2008. The regulation requires accountants to report any management fraud to the appropriate policy makers. The existence of this regulation does not make employees immediately dare to do whistleblowing. This is because the whistleblower position is very risky for retaliation, such as isolation and threats. In addition, reporters or whistleblowers can very easily change their status to become suspects for defamation.

Implementing a whistleblowing reporting system in order to run effectively and to be able to detect and prevent fraud in an organization is not an easy thing. This is evidenced by the results of research conducted by Deloitte which states that many whistleblowing systems fail to detect a violation or corruption.

With the growing popularity of social media, whistleblowing, which generally refers to disclosing organizational mistakes, has entered a new era. Revealing facts through virtual platforms has changed not only the channels of disclosure, but the motives, processes and associated outcomes. The impact on whistleblowers, organizations and the public can often be accelerated and seen as more significant than traditional whistleblowing through internal means or external authorities or dedicated journalists. Yet systematic research into this changing phenomenon is only emerging, and regulation (eg for rewards, safeguards or protections) is still lagging. (Harcourt and Lam, 2019)

There are several factors that make someone not interested in whistleblowing. According to research by Liyanarachchi and Newdick (2009), personal costs can influence people to report fraud or violations. Meanwhile, according to Bagustianto and Nurkholis (2015), personal costs do not have a significant effect on the interest of civil servants in reporting fraud or violations. That organizational commitment can also influence individuals to report a violation within an organization.

According to research by Bagustianto and Nurkholis, organizational commitment has a positive effect on the interest of civil servants to take whistleblowing actions. According to research by Taufiq Akbar (2016) anonymous reporting channels affect an individual's intention to take whistleblowing. According to Yeohanatan Givani's research (2016) giving rewards will increase the intention to report fraud (whistleblowing) but also increase the risk of false reports.

II. LITERATURE REVIEW

➤ *Fraud*

According to law, fraud means cheating, embezzling as referred to in Article 278 of the Criminal Code, Article 268 of the Criminal Code. Fraud is defined as a form of fraud that is created for personal gain or to harm others. (Darmawati and Mediaty, 2014). In general, in criminal law, it is also stated that fraud consists of theft by fraud, theft by trickery / trickery and theft by embezzlement. In accounting, fraud is the key word of forensic accounting. Tuanakotta (2013) defines fraud:

“Any illegal acts characterized by deceit, concealment or violation of trust. These acts are not dependent upon the application of threats of violence or physical force. Fraud are perpetrated by individuals, and organizations to obtain money, property or services; to avoid payment or loss of service; or to secure personal or business advantage ”.

From the definition above, fraud can be categorized into three components, namely: 1). Fraud is an act against the law; 2). Fraudulent acts contain: intentional, malicious intent, deception, concealment, and abuse of trust; 3). The act is aimed at taking illegal advantage, which can be in the form of money, goods / property, services or not paying for services (for example manipulating water or electricity meters so that what is paid is improperly) or obtaining business underhanded by winning tenders for procurement of goods and services by street bribes to officials or councilors or funnel winnings to family or relatives. For example, in the case of the ministry of youth and sports / the Hambalang project and the case of the council members' cattle trading project. (Darmawati and Mediaty, 2014)

Basically there are two types of fraud, namely external and internal. External fraud is fraud committed by outsiders against a company or entity, such as fraud committed by customers against businesses, such as taxpayers against the government. Internal fraud is the illegal act of employees, managers and executives against the company they work for, for example in the case committed by Melinda Dee above.

In accounting terms, fraud is different from errors. Fraud (fraud) is an intentional misstatement, while an error is an unintentional misstatement of financial statements. An example of a mistake is an error in calculating the price of raw materials. Errors are unintentional misstatements in financial statements which include: (Taylor and Glezen, 1994)

1. A private entity that may make errors in collecting accounting data from prepared financial statements.
2. Private entities may ignore or misinterpret accounting estimates that are incorrect.
3. Personal entities may make errors in the application of accounting principles relating to amounts, classification, presentation and disclosure.

Meanwhile Bologna et al., 1993 classified corporate crimes as:

1. Crimes against company: Theft, embezzlement, piracy, fraud committed by suppliers, contractors, customers, competitors of the company.
2. Crimes against companies: Streamlining profits (increasing sales, minimizing expenses), false balances (increasing asset value, not recording debt), cheating on customers (reducing weight, quantity and size, false advertising), violating government regulations (tax issues), customer personnel corruption.

Accounting fraud includes: (Darmawati and Mediaty, 2014)

1. Material misstatement. Accounting recording errors can cause material misstatement in financial reporting. Material misstatement means when the decisions of the users of the financial statements can be fooled by the inaccuracies of the information that occurs. In general, material misstatements are divided into two, namely qualitative (error in grouping accounts in financial reporting) and quantitative (error in recording accounts from customers).
2. Accounting Errors. Errors in accounting records are categorized into negligence and fraud. Negligence is an accounting error made accidentally as a result of measurement, miscalculation and estimation and interpretation.

➤ *Theory of Planned Behavior*

Theory of Planned Behavior (TPB) is a theory put forward by Ajzen (1991) which explains the relationship between attitudes and behavior. This TPB states that interest (intention) is more accurate in predicting actual behavior and can also be a link between attitudes and actual behavior. According to Ajzen, interest is used to determine the motivation that affects a person's behavior.

TPB states that a person's interest in a behavior is formed by 3 main factors. The first factor is attitudes towards behavior (attitude towards behavior), namely an assessment of whether the behavior provides benefits or not. The second factor is a social factor called subjective form, which is social pressure that has an influence on individuals to do or not to do the behavior. The third factor is perceived behavior control, which refers to the ease or difficulty faced in carrying out this behavior. The influence of these three factors can vary in various behaviors and situations so that in practice it may be found that only attitudes have an influence on interests.

Whistleblowing is a behavior that is planned by a whistleblower. The whistleblowing action depends on the intention of the fraud reporter or the whistleblower whether to decide to whistleblowing or not. TPB is a theory that supports whistleblowing. This theory is a good theory for measuring the perceptions of individual attitudes towards whistleblowing.

➤ *Prosocial Organizational Behavior Theory*

Humans are born as social beings who cannot live without help from other people, therefore pro-social behavior emerges in social life. Prosocial behavior includes any act of helping others, regardless of the motives of the helper. Prosocial behavior can range from acts of altruism (unconditional help) to actions motivated by self-interest or self-interest. According to Mussen and Einsenbergh (1989) prosocial behavior refers to voluntary actions that are intended to help or provide benefits to other individuals or groups of individuals. Prosocial behavior does not only occur in social life, but also in organizations. Usually this behavior is called a prosocial organization behavior.

According to Brief and Motowidlo (1986) prosocial organizational behavior is behavior carried out by members of an organization towards the organization to provide benefits to the organization. Meanwhile, according to Staub (1978) that prosocial behavior is positive social behavior whose purpose is to provide benefits to others. Prosocial behavior actors can have the intention of getting benefits or benefits for themselves as well.

According to Brief and Motowidlo (1986), whistleblowing is a form of prosocial organizational behavior. This opinion is in line with Dozier and Miceli (1985) who state that whistleblowing is one of the prosocial behaviors because in general whistleblowing will provide benefits to organizations and reporters of fraud.

Miceli and Near (1985) state that whistleblowers report fraud that occurs as an effort to help and provide benefits to the organization because whistleblowers believe that violations or fraud are not in accordance with the values espoused by the organization. In principle, whistleblowing is a prosocial behavior that will help other parties to nourish an organization.

To measure prosocial behavior can be seen through aspects of prosocial behavior. According to Mussen (1989) the aspects of prosocial behavior are as follows:

- a. Sharing, namely the willingness to share feelings with others in an atmosphere of joy or sorrow.
- b. Helping, namely the willingness to provide assistance or assistance to others who are experiencing difficulties.
- c. Cooperation, namely the willingness to cooperate with others in order to achieve a goal.
- d. Acting honestly, namely the willingness to do something as it is, not cheating.
- e. Giving, namely the willingness to voluntarily give part of his belongings to people in need.
- f. Considering the rights and welfare of others, namely the willingness to contribute in protecting the rights of others which are often violated by others

➤ *Whistleblowing*

Whistleblowing is an act of disclosure by organizational members about the practice of illegal, immoral in an organization. Individuals who report fraud or engage in whistleblowing are called whistleblowers. Whistleblowing action needs support from various parties in order to run

well. Miceli and Near (1985)

The existence of a whistleblowing system in the organization shows good organizational governance. However, implementing whistleblowing is not easy. There are still many individuals who are not willing to report cheating that has occurred even though that person knows it. Individuals who become whistleblowers run the risk of threats of revenge from the perpetrators of fraud. This is what causes individuals not to report known fraud.

Whistleblowing can be done with internal channels or external channels. Internal channel whistleblowing, where an individual who finds out about fraud or violations committed by members of the organization or organization itself, then reports the fraud or violation to their superiors. Meanwhile, external channel whistleblowing, where an individual finds out about fraud or violations committed by members of the organization, then reports it to parties outside the organization. Meanwhile, according to Park and Blenkinsopp (2009) the whistleblowing reporting channel is not only an internal reporting channel and an external reporting channel, but consists of three reporting channels, namely formal and informal reporting channels, anonymous and non-anonymous reporting channels, internal and external reporting channels.

➤ *Effect of Attitude Toward Behavior on Whistleblowing*

Determinants of intention related to personal factors are attitudes toward individual behavior (Jogianto 2008). Attitude is a positive or negative feeling from someone if they have to do the behavior to be determined (Jogiyanto 2008). The attitude of state civil servants regarding the intention to whistleblowing will generate motivation to carry out whistleblowing, so that it will encourage the intention to report forms of fraud that occur around them, especially fraud related to corruption in an optimal manner and in accordance with regulations. Research conducted by Ozer and Yilmaz (2011) shows that attitudes have more predictive abilities than subjective norms and perceived behavior control. Pangestu and Rusmana (2012), Mustikasari (2011), Hidayat and Nugroho (2010), Smart (2012) and Bidin et al. (2011) researching in the field of taxation has proven empirically that attitude has a positive effect on intention. The more positive the taxpayer's attitude to comply with taxes, the greater the intention of the taxpayer to comply (Pangestu and Rusmana 2012), while research conducted by Mustikasari (2007) shows that if the attitude of tax non-compliance is positive, the intention to not comply with taxes will also be high.

Afdalia, et al. 2014, which examined the Heads of Services and Heads of Sector Bodies in the Department of Revenue, Financial Management and Regional Assets of Cities and Regencies throughout Central Sulawesi on how TPB and readiness for change in predicting intentions to implement Government Regulation No. 71/2010 found that attitude toward behavior had a positive and significant effect. against intention.

Based on the explanation and research results, the following hypothesis is formulated.

H₁: Attitude toward behavior has a positive effect on intention to do whistleblowing.

➤ *The Influence of Subjective Norms on Whistleblowing*

Intention is also determined by social influences, namely the subjective norms of Jogiyanto (2008). The second variable of this TPB model is defined as a person's perception or view of other people's beliefs that will influence the intention to do or not perform the behavior being considered. Several studies have shown that subjective norms have a positive effect on intention, such as Bidin et al. (2011) and Hidayat and Nugroho (2010) in the field of taxation, research conducted by Sihombing (2004) shows that subjective norms are a determining factor for the best intentions in eastern countries. Taylor and Todd (1995) say that subjective norms are important predictors of intention whether or not users have prior experience.

Afdalia, et al. 2014, which examined the Heads of Services and Heads of Sector Agencies in the Department of Revenue, Financial Management and Regional Assets of Cities and Regencies throughout Central Sulawesi on how the TPB and readiness for change in predicting the intention to implement Government Regulation Number 71 of 2010 found that subjective norms had a positive and significant effect on intention.

Based on the explanation and research results, the following hypothesis is formulated.

H₂: Subjective norm has a positive effect on the intention to do whistleblowing.

➤ *Effect of Perceived Behavior Control on Whistleblowing*

Ajzen (1991) states that perceived behavioral control influencing intention is based on the assumption that individual perceived behavioral control will have motivational implications for that person. Perceived behavior control is determined by the presence of control beliefs, namely beliefs about the existence of factors that will facilitate or actually hinder behavior (Jogiyanto, 2008). If an individual feels that he or she has the qualifications and abilities needed to report an act of fraud (whistleblowing), then the possibility of his intention to report whistleblowing will be even higher and in the end will choose to perform the action optimally.

Research conducted by Huda et al. (2012) show a significant influence between perceived behavior control and intention. The research of Pangestu and Rusmanan (2012) in the field of taxation also shows that perceived behavior control has a positive and significant effect on intention. This shows that the higher the taxpayer's perception of the control and ability it has will encourage the taxpayer's intention to comply. In accordance with the theory of planned behavior by Ajzen and Fishbein (1970), the perception factor of behavior control has characteristics to strengthen and weaken intention. If the behavior is deemed feasible, the intention will be strengthened. If the behavior is deemed difficult or impossible to perform, the

intention weakens. Based on the explanation and research results, the following hypothesis is formulated:

H₃: Perceived behavior control has a positive effect on the intention to do whistleblowing.

➤ *The Effect of Reward on Whistleblowing*

Giving rewards to someone can help reveal fraud that occurs in a company or organization. According to Skinner (2013), reinforcement theory is a theory in which behavior has a function of the consequences that occur. According to this theory, people are motivated to perform certain behaviors because they are associated with existing rewards for that behavior.

Reinforcement theory is based on the premise that human behavior is driven by the need to obtain rewards and eliminate things that are not liked (Klinge in Wahyuningsih, 2016). Giving rewards to employees who want to do whistleblowing aims to motivate employees to disclose fraud or violations that have occurred, so as to minimize such fraud or violations.

Based on the explanation and research results, the following hypothesis is formulated:

H₄: Giving rewards has a positive effect on the intention to do whistleblowing.

III. METHOD

This research is a quantitative study which aims to determine the effect of the variable attitude towards behavior, subjective norms, perceived behavior control and reward giving on the intention to do whistleblowing. This research was conducted in Southeast Sulawesi Province. The population in this study, namely all state civil servants who are within the scope of the Southeast Sulawesi Provincial Government. The type of data in this study is self-report data. The data collection technique used a questionnaire (google form) with a 5-point Likert scale, from the category strongly disagree to the category strongly agree with the type of ordinal scale. The data analysis technique used multiple linear regression analysis using SPSS to determine the relationship between the variables studied. Based on distributed questionnaires, There were 238 respondents who filled out the questionnaire within the specified time limit. The models built by this study are:

$$\text{Whist} = \alpha + \beta_1\text{ATB} + \beta_2\text{SN} + \beta_3\text{PBC} + \beta_4\text{RW} + e$$

Where:

- Whist : Whistleblowing
- α : Constant
- $\beta_1, \beta_2, \beta_3, \beta_4$: Regression Coefficient
- ATB : Attitude Toward Behavior
- SN : Subjective Norm
- PBC : Perceived Behavior Control
- RW : Rewards
- e : error term

IV. RESULTS AND DISCUSSION

Table 1: Response Characteristics

Category	Information	Total	%
Gender	Male	85	35.71
	Women	153	64.29
Total		238	100
Age	<25 years	33	13.86
	25-40 years	112	47.05
	41-55 years	57	23.95
	> 55 years	36	15.14
Total		238	100

Source: Primary data processed, 2020

Based on the table above, it can be concluded that the largest number of responses came from women with an age range between 41-55 years.

➤ *Linear Regression Analysis*

Table 2. Summary of Regression Analysis Results

Whist = $\alpha + \beta_1\text{ATB} + \beta_2\text{SN} + \beta_3\text{PBC} + \beta_4\text{RW} + e$			
	coefficient	t-statistic	Sig.
constants	6.18	3.56	0.00
Whist	3.35	3.97	0.02
ATB	0.29	0.12	0.02
SN	1.31	0.17	0.03
PBC	0.48	1.20	0.01
RW	0.91	1.71	0.03
N = 238			
R ² = 0.681			
Adj. R ² = 0.619			
F-Statistic = 4.31			

Source: Data processed by SPSS, 2020

Based on table 2 above shows the value of Adj. The Rsquare (Adj. R²) obtained is 0.609 which indicates that attitude towards behavior, subjective norms, perceived behavior control and reward giving affect the intention to do whistleblowing by 61.90%.

In accordance with the regression analysis carried out, a regression equation was obtained as follows:

$$\text{Whist} = 6.18 + 0.29\text{ATB} + 1.31\text{SN} + 0.48\text{PBC} + 0.91\text{RW} + e$$

The above equation explains that:

1. The attitude towards behavior (ATB) variable coefficient with a positive direction is 0.29 which means that if there is an increase in attitude towards behavior, the whistleblowing disclosure will increase by 0.29. So that hypothesis 1 (H₁) is accepted.
2. The variable subjective norm (SN) coefficient with a positive direction is 1.31 which means that if there is an increase in the subjective form, the whistleblowing disclosure will increase by 1.31. So that hypothesis 2

(H₂) is accepted.

3. The coefficient of perceived behavior control (PBC) variable is in a positive direction of 0.48, which means that if there is an increase in perceived behavior control, whistleblowing disclosures will increase by 0.48. So that hypothesis 3 (H₃) is accepted.
4. The coefficient of the reward giving variable (RW) is in a positive direction of 0.91 which means that if there is an increase in the provision of rewards, the disclosure of whistleblowing will increase by 0.91. So that hypothesis 4 (H₄) is accepted.

➤ *Effect of Attitude Toward Behavior on Whistleblowing*

Determinants of intention related to personal factors are attitudes toward individual behavior (Jogianto 2008). Attitude is a positive or negative feeling from someone if they have to do the behavior that will be determined (Jogiyanto 2008). The results showed that attitude towards behavior is one of the determining variables of a person's intention. This is in line with the opinion of Ajzen and Fishbein (1970) which states that attitudes toward behavior can predict a person's behavioral intention. According to Ajzen (1991), behavioral beliefs are determined by the evaluation of the outcomes associated with the behavior and also the strengths of these associations.

Civil servants working in the scope of the Southeast Sulawesi Provincial Government believe that whistleblowing behavior will lead mainly to positive results, especially in reducing fraud, so they will maintain a good attitude towards committing this behavior, and vice versa, local government officials who believe in committing the behavior that leads to negative results will maintain the unfavorable attitude. The results of this study support previous research conducted by Ozel and Yilmaz (2011), Pangestu and Rusmana (2012), Mustikasari (2011), Hidayat and Nugroho (2010), Smart (2012), and Bidin et al. (2011) and Afdalia et al. (2014).

➤ *The Influence of Subjective Norms on Whistleblowing*

Jogiyanto (2008) explains that subjective norms are assumed as a function of one's beliefs, that certain individuals or groups agree or disagree with doing a behavior. When related to the results of this study, civil servants within the Southeast Sulawesi Provincial Government have strong subjective norms, which are formed by their normative beliefs, that doing whistleblowing will get support from their superiors or leaders, colleagues, or their subordinates. , and of course whistleblowing will reduce fraudulent actions/behaviors within the scope of local government. This normative belief is a motivation for government officials to act in accordance with their normative expectations. This is in accordance with what was stated by Ajzen (2005) that if an individual believes in what is the norm of the group, then he will obey and form behavior in accordance with the group. Jogiyanto (2008) views subjective norms as two forms of influence, namely interpersonal influence and external influence.

➤ *Effect of Perceived Behavior Control on Whistleblowing*

Perceived behavioral control is related to human perceptions of the ease or difficulty of carrying out a desired behavior (Ajzen 2005). In this study, perceived behavior control refers to personal decisions, resources, knowledge, and individual abilities to perform whistleblowing. The results of this study prove that perceived behavior control has a positive effect on the intention to do whistleblowing. The results of this study are in line with the results of research by Hidayat and Nugroho (2010) which used Theory of Planned Behavior (TPB) to explain the non-compliance behavior of individual taxpayers. The results of the same study were also found by Pontoh et al. (2013), which states that the perception of the National Communications Control and Data Management (KOMANDAN) Regional Financial Information System (SIKD) has a positive and significant effect on the intention to use KOMANDAN SIKD. Based on Theory of Planned Behavior, the greater the perceived behavior control, the stronger the person's intention to do the behavior being considered.

➤ *The Effect of Rewarding on Whistleblowing*

Giving rewards to someone can help reveal fraud that occurs in a company or organization. According to Skinner (2010), reinforcement theory is a theory in which behavior has a function of the consequences that occur. In this study, it was found that reward giving has a positive effect on whistleblowing disclosure. This research is supported by research conducted by Mawarni (2018) which states that rewarding has a positive effect on the disclosure of proven fraudulent behavior where the higher the reward an employee receives, it can motivate employees to disclose fraudulent behavior. Another study that supports this research is research conducted by Yin (2008) which proves that the provision of rewards such as incentives and work contracts is proven to have a significant effect on one's intention or the likelihood that someone will whistleblowing. However, this research is not in line with the research conducted by Philip and Julius (2014) who examined the effect of whistleblowing system implementation and reward system effects related to whistleblowing in organizations in Ghana, and Wahyuningsih (2016) who conducted research at the West Sumatra Regional PLN Office, who say that giving rewards has no effect on whistleblowing. The provision of rewards has no effect on whistleblowing, allegedly due to the view of employees who prioritize the interests and safety of the company regardless of what rewards will be received if they report the fraud or violation that occurred. Logically, someone wants to report known fraud or violations regardless of the rewards given by the company or organization.

➤ *Whistleblowing As an Effort to Reduce Fraud Actions*

According to law, fraud means cheating, embezzling as referred to in Article 278 of the Criminal Code, Article 268 of the Criminal Code. Fraud is defined as a form of fraud that is created for personal gain or to harm others. (Darmawati and Mediaty, 2014). In general, in criminal law, it is also stated that fraud consists of theft by fraud, theft by deception and theft by embezzlement. In accounting, fraud

is the key word of forensic accounting.

Fraud can harm company finances and state finances. The perpetrators of fraud are usually carried out by leaders and employees who work in an organization or company where they work, and even the perpetrators are people whose functions are to operate the agency / company operating system and also run the internal control system. Fraud will be more difficult to detect, if it is done by the leadership / management than by employees. (Manossoh, 2016)

The question that often arises, why do certain individuals commit fraud? Why are high officials with high positions and income, such as politicians who make decisions, and even judiciary institutions as the vanguard of corruption eradication, as well as NGO leaders whose mission is to eradicate corruption precisely involved in a criminal act of corruption? A simple answer explains that 'need', 'greed' and 'opportunity' are the main root causes of corruption, as stated by Tuanakotta (2013) "corruption (read: fraud) by need, by greed and by opportunity".

One way to reduce fraud that occurs in the government is by carrying out whistleblowing. As stated by Okafor et al. (2020), in a study entitled "Deployment of whistleblowing as an accountability mechanism to curb corruption and fraud in a developing democracy". In this study Okafor et al. (2020) revealed that one of the best ways to reduce fraud is by doing whistleblowing. This research was conducted in developing countries in Africa. If it is related to this research, then the object studied by Okafor et al. (2020) is similar because it is carried out in public sector organizations.

V. CONCLUSIONS

➤ Conclusions

Based on The results of research and hypothesis testing that have been carried out, the results of the study can be concluded as follows:

1. *Attitude towards behavior* has a positive effect on whistleblowing in the state civil apparatus within the scope of the Southeast Sulawesi Provincial Government. This indicates that hypothesis 1 (H_1) is accepted.
2. *Subjective norm* has a positive effect on whistleblowing in the state civil apparatus within the scope of the Southeast Sulawesi Provincial Government. This indicates that hypothesis 2 (H_2) is accepted.
3. *Perceived behavior control* has a positive effect on whistleblowing in the state civil apparatus within the scope of the Southeast Sulawesi Provincial Government. This indicates that hypothesis 3 (H_3) is accepted.
4. The provision of rewards has a positive effect on whistleblowing in the state civil servants within the Southeast Sulawesi Provincial Government. This indicates that hypothesis 4 (H_4) is accepted.
5. *Whistleblowing* is one of the actions that can reduce fraud in public sector organizations, this is in accordance with research conducted by Okafor et al. (2020).

➤ Suggestion

The suggestions conveyed by researchers in this study, namely:

1. The value of Adj R^2 , which is considered low, indicates that there are a lot of factors that affect whistleblowing, therefore for further research it is hoped that the researchers will add other variables which are considered to be very influential on whistleblowing disclosure, moreover whistleblowing is one of the steps. to reduce the level of corruption in a country.
2. The next researcher should design research on more specific research variables, because in this study the researcher only uses general variables from the TPB, so that it may give even better results. One of the variables that should be tried is political connection.

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