

Abstrak

Penelitian ini bertujuan untuk mengetahui faktor-faktor yang dapat memprediksi niat seseorang untuk melakukan tindakan *whistleblowing*. Penelitian ini menguji pengaruh *ethical climate-egoism*, *ethical climate-benevolence*, *ethical climate-principle*, pemberian *reward*, dan perlindungan hukum *whistleblower* terhadap intensi pegawai LPSE Kota Batam untuk melakukan *whistleblowing*. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan data kuesioner dengan menggunakan metode pengambilan sampel *cencuss sampling*. Alat analisis yang digunakan yaitu *Partial Least Square* (PLS) dengan program SmartPLS 3.0. Penelitian ini menganalisis seluruh pegawai negeri sipil yang ada di lingkungan Lembaga Pengadaan Secara Elektronik (LPSE) Kota Batam.

Hasil Penelitian ini menemukan bahwa *ethical climate-principle* dan perlindungan hukum *whistleblower* berpengaruh signifikan terhadap intensi melakukan *whistleblowing*. Sedangkan variabel *ethical climate-egoism*, *ethical climate-benevolence*, dan pemberian *reward* menunjukkan hasil tidak berpengaruh signifikan terhadap intensi melakukan *whistleblowing*.

Kata Kunci : *ethical climate egoism*, *ethical climate benevolence*, *ethical climate principle*, *reward*, perlindungan hukum *whistleblower*, intensi *whistleblowing*

Abstract

This study aims to determine the factors that can predict an individual intention to take whistleblowing action. This study examines the influence of ethical climate-egoism, ethical climate-benevolence, ethical climate-principle, rewards, and legal protection of whistleblower on the intention of Batam public procurement agency employees to do whistleblowing. This study used a quantitative approach with questionnaire data collected technique using cencuss sampling as a sampling method. The analytical method used is Partial Least square (PLS) with the SmartPLS 3.0 program. This study analyze all civil servants in The Batam Public Procurement Agency.

The results of this study found that the ethical climate-principle and legal protection of whistleblower have a significant impact on the intention to do whistleblowing. While the ethical climate-egoism, ethical climate-benevolence, and giving rewards to whistleblower showed that the results did not have significant influence to the intention of Batam public procurement agency employees to do whistleblowing.

Keywords : ethical climate egoism, ethical climate benevolence, ethical climateprinciple, rewards, whistleblower legal protection, whistleblowing intentions