

THE EFFECT OF ORGANIZATIONAL, INDIVIDUAL, AND DEMOGRAPHIC FACTORS ON THE WHISTLEBLOWING INTENTION

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Abstract

Internal auditors play an important role in their organization, to prevent, detect and correct violations. This study aimed to obtain information and empirical evidence of the influence of organizational, individual, and demographic factor to the whistleblowing intention (reporting violations). The respondents in this study were 52 internal auditors working in the Financial and Development Supervisory Board (BPKP) East Java Province. The method used in this research was quantitative method using multiple linear regression analysis. The results showed that organizational, individual, and demographic factors simultaneously had a significant effect on the whistleblowing intention. Meanwhile, partially, the test result indicated that the individual factors (organizational commitment and personal cost) and demographic factors (ethnicity and gender) had a significant effect on the whistleblowing intention, whereas the organizational factors (managerial status) and individual factors (locus of control) had no effect on the whistleblowing intention.

Keywords: *managerial status, organizational commitment, locus of control, personal cost, ethnicity, gender, whistleblowing intention.*

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INTRODUCTION

The issues of whistleblowing have been very popular since the discovery of the Enron case involving Public Accountant Firm, Arthur Andersen. Enron manipulated incomes by marking up the income of \$ 600 million and some of the internal auditors in Enron's company failed to report the unethical behaviors that emerged in the company as they were afraid of risking their careers and their safety (Sulisutomo & Prastiwi 2012). However, Sherron Watskin, the vice president of Enron, became a whistleblower by writing a letter to the Director, Kenneth Lay, making everything open (Kreshastuti, 2014).

In Indonesia, whistleblowing cases have become popular due to the news about General Election Commission (Komisi Pemilihan Umum/KPU) with the whistleblower, namely Khairiansyah, the former auditor of the Supreme Audit Agency (Badan Pemeriksa Keuangan/BPK). He reported to the Corruption Eradication Commission (Komisi Pemberantasan Korupsi/KPK) that the members of the KPU conducted a bribery trial to him (Fikar, 2013). The rise of the cases involving accountants and auditors has affected the accounting and auditing policy, one of which is Sarbanes-Oxley mandating that the company's audit committee should establish procedures to manage information on whistleblowers

A good internal control system within an organization cannot ensure the absence of misconduct or violations when the parties within the organization do not perform their duties in accordance with the prevailing procedures and ethical codes. According to the Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors (IIA) in 2008,

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internal auditors should be objective and independent while conducting their work. Internal auditors as the first fortress in the organization must dare to disclose or report any wrongdoings that happen for the sake of the sustainability of the organization.

There are many factors that affect an individual to become a whistleblower. Some of them are the managerial status, locus of control, personal cost, organizational commitment and attitudes towards whistleblowing, the level of seriousness of the violations and the status of the violators, such as gender, age, ethnicity (Ahmad et al., 2012; Sulisutomo & Prastiwi, 2012; Septianti, 2013; Bagustianto & Nurkholis, 2015). Other factors that affect the whistleblowing intention are individual factors, such as the organizational commitment, locus of control, and personal cost. Ahmad et al. (2012) suggests that organizational commitment has no effect on the whistleblowing intention. Similarly, Septianti (2013) finds that organizational commitment has no significant effect on the whistleblowing intention because the candidates of whistleblower were not sure about the security potential upon the reporting devices provided. Yet, Bagustianto and Nurkholis (2015) express a different opinion, stating that the organizational commitment had a positive effect on the interest of whistleblowing.

The most influential personal cost is retaliation or counterattack from people who oppose the whistleblowing actions. Punemon (1994) in Septianti (2013) suggests that the nature and the level of retaliation or sanctions imposed by the management or colleagues to the whistleblowers are the most significant determining factor for their decision in the intention of reporting the organizational violations. Septianti (2013) argues that the personal cost did not significantly influence the whistleblowing intention due to the differences in the perception about the seriousness level of the violations. Personal cost can turn into a positive influence when encountering cases on serious violations. In contrast to Septianti (2013) and Bagustianto and Nurkholis (2015), Regh et al. (2008) states that the personal cost or retaliation have an effect on the whistleblowing intention.

Locus of control is an ability to control the events that occur. It is also an individual response to the events around him/her. Ahmad et al., (2012) suggests that the locus of control, also known as "internal versus external reinforcement", is considered to be one of the important personality variables that explain human behavior within the organization. Ghani et al., (2011) states that locus of control does not influence the whistleblowing intention significantly. Using a different sample, Septianti (2013) also states that locus of control does not affect whistleblowing intention significantly because the potential of whistleblower's perception is lower than the efficacy potential of reporting the violations and the retaliation threats from the violators. Locus of control is often found to have no effect on both the intention and the whistleblowing interest, but Chiu (2003) suggests that the locus of control moderates ethical considerations to do the whistleblowing.

Whistleblowing is also influenced by individual demographic factors, such as cultural values, ethnicity, and gender. Septianti (2013) explains that the ethnicity has an effect on the whistleblowing intention. Javanese employees tend to be so reserved and secretive that they are reluctant to get involved to do whistleblowing. Meanwhile, employees who are not Javanese (e.g. Batak) tend to be frank and not afraid to criticize when something goes wrong in order to remind people not make other mistakes, instead of being destructive (Septianti, 2013). Some demographic factors have been examined by Septianti (2013) who used the tenure and ethnicity, Ahmad (2011) using gender, age and tenure, and Regh et al., (2008) using gender. The results remain different and inconclusive.

Ahmad et al., (2012) examined the whistleblowing intention to 180 internal auditors who were the members of the Institute of Internal Auditors of Malaysia (IIAM) in Malaysia waste by using demographic and individual factors. They found that the demographic factors, namely gender, age and tenure, had no significant effect on the internal auditors' intention for whistleblowing. Concerning the individual factors, they revealed that the ethical judgment and organizational commitment did not affect the internal auditor's intention to do whistleblowing, while locus of control was found to have a significant effect. Research conducted by Septianti (2013) to the employees of Indonesian Financial Transaction Reports and Analysis Center (PPATK) found that the individual factors, such as managerial status, locus of control, organizational commitment, personal cost, and violators' status did not influence the intention do whistleblowing significantly. Meanwhile, the seriousness of the violations and ethnic cultures obtained showed a significant effect.

Therefore, the fact that there is a gap between one research and another is interesting to re-examine the effect of organizational factors, individual factors, and demographic factors on the

whistleblowing intention. Furthermore, this article explains the theoretical basis used to develop the hypothesis, followed by the description of research methods. The next sections elaborate the results of the research, followed by a discussion and ended with conclusions, limitations, and suggestions.

Accounting cannot be separated from human behavior. Siegel et al. (1989, in Hudayati, 2002) describes the behavioral accounting as a branch of accounting that addresses the relationship between human behavior and the accounting system. Meanwhile, Kuang and Tin (2010) state that the behavioral accounting provides non-financial information, such as motivation, turnover rate, attendance, leadership style, organizational culture, and so forth.

Kohlberg (1968) introduces moral development theory (cognitive development theory) that has been triggered by the findings of the stages of moral development of humans, characterized by hierarchical, sequential, and invariant (Eli Tanya in Ismail, 1988). Kohlberg finds that, in an individual's moral awareness, there is a strong cognitive element. Thus, moral awareness is determined by not only feeling, but also intellectual ability, the ability to comprehend and understand something (Magnis-Suseno, 2000).

Virtue is a main character or human goodness owned by individuals universally. Virtue is universal because it is a good character that exists in humans and is used to accomplish tasks and problems. The virtue theory focuses on all human beings as moral perpetrators. Virtue is the disposition of a character acquired by a person and allows him to be well-behaved morally. The virtue theory is the one that deals with the attitudes or morals of a person. The virtue theory is often called virtue ethics (Bertens, 2000).

Near and Miceli (1985) define whistleblowing as a disclosure conducted by the members or the former members of an organization upon illegal acts, immoral acts, and illegal practices to a person or an organization that has been authorized to manage it. The National Committee on Governance Policy (KNKG) (2008) defines a whistleblower as either an employee of the organization itself (internal party) or the external parties (customers, suppliers, or society).

According to Sumaryono (1995), the intention is a personal matter desired by the individual in order to achieve the intended target. Feldman (1995) in Kreshastuti (2014) states that intention is an individual plan to show behavior that fits his/her attitude. Intention can be manifested in actual behavior if the individual has a good chance and the right time to make it happen. Intention can predict behavior if accurately measured.

Lubis (2010) suggests there are three levels of managers, namely the top-level managers, middle managers, and first-level managers. Keenan (2002) find out that higher level managers have a positive perception on the whistleblowing and are more likely to do whistleblowing for various violations. Differences in managerial status of individuals in the organization are expected to affect individual's perception on the violations and whistleblowing (Septianti, 2013). Based on the aforementioned description, it can be formulated the following hypothesis:

H1: Managerial Status has a positive effect on whistleblowing intention

Organizational Commitment reflects the level of loyalty and feeling shared by members of the organization. Similarly, Bagustianto and Nurkholis (2015) states that the employees that own a high organizational commitment have a high sense of belonging so that he will not hesitate to do whistleblowing because he believes that the action will protect the organization from destruction. Individuals who have a high organizational commitment are expected to have the potential to become a whistleblower. Based on the aforementioned description, it can be formulated the following hypothesis:

H2: Organizational commitment has a positive effect on the whistleblowing intention

Locus of control illustrates how far an individual sees the relationship between actions and outcomes. Locus of control has two sides, namely internal and external. An individual whose dominant locus of control is internal has the potential to become a whistleblower because he/she is more responsible and attempt to control what happens around him. He believes that everything achieved by someone is the result of hard work. Locus of control is often found to have no effect on both the intention and the whistleblowing interest, but Chiu (2003) suggests that the locus of

control moderates ethical considerations to do the whistleblowing. Based on the aforementioned description, it can be formulated the following hypothesis:

H3: Locus of control has an effect on whistleblowing intention

Personal cost of reporting is defined as the employees' views on the risk of retaliation of the employees (the members of the organization), which can reduce the reporting intention of the violations. Individuals who have the ability to influence others and have a strong position and authority tend to perceive that the personal cost resulting from the whistleblowing behavior is so low that these individuals will be involved in such a behavior. Personal cost can turn into a positive influence when encountering cases on serious violations. Regh et al. (2008) states that the personal cost or retaliation have an effect on the whistleblowing intention. Based on the aforementioned description, it can be formulated the following hypothesis:

H4: Personal cost has a negative effect on whistleblowing intention

Schminke et al., (2003) argues that there are differences between men and women in terms of ethics, beliefs, values, and behaviors. That men are described as rational, strong, assertive, and protective individuals makes them potentials to become a whistleblower. The result of research conducted by Sims and Keenan (1998) shows that, compared to men, women are reluctant to get involved in any whistleblowing action. Near and Miceli (1995) state that men will report any violations if they are in a higher position (higher managerial status). Based on the aforementioned description, it can be formulated the following hypothesis:

H5: Gender has an effect on whistleblowing intentions

The diverse ethnicity in the organization can lead to differences of opinion on whistleblowing. Javanese individuals tend to be outspoken in order to avoid whistleblowing actions unlike the ones from Batak ethnicity when expressing criticism. People coming from Javanese ethnicity that is famous its manners will be hesitant to be frank than the ones from Batak ethnicity who prefer to be honest and direct in what they say. Septianti (2013) states that the ethnicity affects PPATK employees' whistleblowing intention. Based on the aforementioned description, it can be formulated the following hypothesis:

H6: Ethnicity has an effect on whistleblowing intention

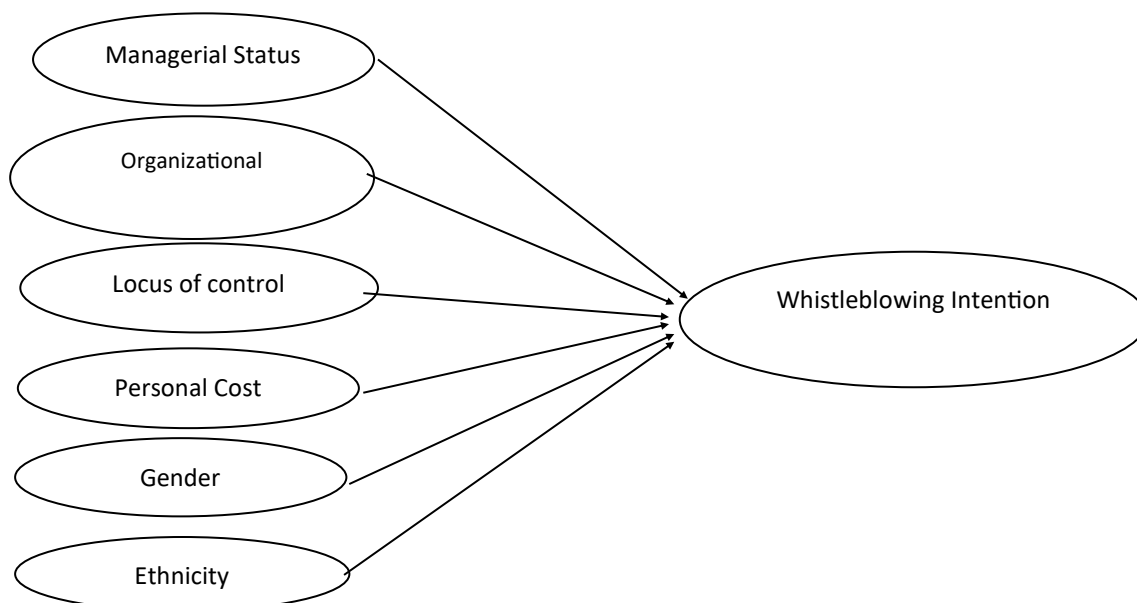


Figure 1. Conceptual Framework

RESEARCH METHOD

Research Approach and Variable Identification

This research is a quantitative research using associative and explanatory research methods. Variables used in this research are:

The dependent variable in this research is whistleblowing intention.

The independent variables in this research are managerial status, organizational commitment, locus of control, personal cost, gender, and ethnicity.

Operational Definition and Variable Measurement

Whistleblowing intention

Whistleblowing intention in this study is the intention of the internal auditor in BPKP to reveal and report the illegal acts, illegitimate practices, and immoral acts that occurred in BPKP. Whistleblowing intention in this study was measured by using Likert scale where respondents were asked to answer the question "To what extent are you going to report violations for each short scenario below?". Four scenarios were already provided. Point one (1) indicates completely impossible, while five (5) means completely possible.

Managerial Status

The managerial status used in this study is the one in accordance with the auditor's functional position (JFA) enacted by BPK. According to data from BPKP, there are two levels of JFA in BPKP, the expert auditor and the skilled auditor. The expert auditor has three sub-levels namely, the middle level auditor, entry level auditor, and first auditor. Similarly, skilled auditor also has three sub-levels, namely the supervising auditor, junior implementing auditor, and senior implementing auditor. Managerial status is measured by a score. The middle level auditor is worth six (6); the entry level auditor is worth five (5); the first auditor is worth four (4), the supervising auditor is worth three (3); the junior implementing auditor is worth two (2); and the senior implementing auditor is worth one (1).

Organizational Commitment

The organizational commitment in this study was assessed by using the organizational commitment scale by Mowday et al., (1979). The respondents were asked to respond to the fifteen statements provided. Every statement in this study uses a Likert scale of 1 to 5 points. Point one (1) indicates strongly disagree, while points five (5) means strongly agree.

Locus of control

The locus of control in this study was assessed by using work locus of control scale (WLCS) by Spector (1992). The respondents were asked to give scores on the statement of work locus of control with a likert scale of one (1) to five (5) points. Point one (1) means strongly disagree, while point five (5) indicates strongly agree.

Personal Cost

The personal cost in this research refers to research by Bagustiano and Nurkholis (2015) that was adjusted to the condition at BPKP. Several kinds of personal cost were made in the form of tables, and the respondents were asked to respond to statements about the personal cost. The value of one (1) represents highly unlikely and the value of five (5) is for highly likely.

Gender

The gender variable in this study was changed into a dummy variable, with nominal scale measurement. Dummy variable is a variable that has two values: zero (0) and one (1), showing two opposite situations. Male gender is worth one (1) and the woman is worth zero (0).

Ethnicity

The ethnicity in this study was also changed into a dummy variable. This study uses Javanese ethnicity and non-Javanese ethnicity as an indication, where the Javanese ethnicity is considered one (1) and the non-Javanese is considered zero (0). The researchers chose the Javanese ethnicity be-

cause individuals who come from Java tend to be closed, reluctant, and secretive, whereas individuals coming from the non-Javanese ethnicity, i.e. Batak, tend to be open and aggressive.

Types and sources of the data

The type data used in this study is quantitative and the source of the data used is the primary one. The method used is a survey by collecting data by using questionnaires. The respondents were the auditors who worked in the Financial and Development Supervisory Board (BPKP) of East Java province. The primary data consisted of the respondents' personal characteristics, such as name, age, gender, occupation, ethnicity, organizational commitment, locus of control, personal cost, and whistleblowing intention.

Determining the Population and Research Samples

The population used in this study included all 162 auditors working in the BPKP of East Java province. The sampling technique in this research was non probability sampling, the saturated sampling. The saturated sampling is a technique sampling in which all members of the population are used as samples (Anshori & Iswati, 2009).

Analytical technique

This research used multiple linear analysis technique. The technique consisted of data quality testing (validity and reliability testing), classical assumption testing (normality test, heteroscedasticity and multicollinearity testing), hypothesis testing (F Test and t Test), and the determination coefficient testing.

Regression Model

Regression model used to test the hypotheses were formulated as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + e \dots\dots\dots(1)$$

RESULTS AND DISCUSSION

Results

Description of Research Objects

Auditors were determined by using saturated samples. Of all 162 questionnaires to auditors, only 66 (40.74%) were returned. Furthermore, only 52 (78.79%) of the data that were returned could be analyzed.

Table 1. Description of Questionnaire Data Collection

Remarks	Total	Percentage
Number of Questionnaires distributed	162	100%
Number of Questionnaires not returned	96	59,26%
Number of Questionnaires returned	66	40,74%
Number of Questionnaires with incomplete data	(14)	21,21%
Number of data that can be analyzed	52	78,79%
Total	66	100%

Source: Data processed, 2018

Research objects based on gender were mostly male with 30 respondents or 63.46%. Based on the managerial status, it is known that respondents consisted of 26.92% of middle level auditors, 25% of entry level auditor, 1.93% of first auditors, 21.15% of supervising auditors, 11.54% of senior implementing auditors and 13.46% of junior implementing auditors. Based on ethnic groups, 46 auditors were Javanese, which was 88.46% of the total respondents. Meanwhile, 6 people were non-Javanese and was 11.54% of the total respondents.

According to the table 2, the whistleblowing intention (WHISTLEBLOWING) has the lowest score of 4 and the highest score of 20. The average score is 13.42 with a standard deviation of 3.477. This shows that the level of data distribution of whistleblowing intention has the level of variation of 25.90%. This also indicates that the whistleblowing intention conducted among respondents is relatively the same, shown by the value of variation level <100%.

Table 2. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std Deviation
WHISTLEBLOWING	52	4	20	13.42	3.477
STATUS	52	1	6	3.94	1.809
COMMITMENT	52	22	40	31.21	3.455
LOCUS	52	9	32	20.92	4.660
COST	52	6	20	13.94	2.893
GENDER	52	0	1	.63	.486
ETHNICITY	52	0	1	.88	.323
Valid N (Listwise)	52				

Source: Data processed, 2018

The managerial status (STATUS) has the lowest score of 1 and the highest score of 6. The average score is 3.94 with the standard deviation of 1.809. This shows that the level of data distribution of whistleblowing intention has the level of variation of 45.91%. This also indicates that the managerial status of the respondents is relatively the same, shown by the value of the variation level <100%.

The organizational commitment (COMMITMENT) has the lowest score of 22 and the highest score of 40. The average score is 31.21 with the standard deviation of 3.455. This shows that the level of data distribution of organizational commitment has this level of variation of 11.07%. It demonstrates that the organizational commitment among the respondents is relatively the same, shown by the value of variation level <100%.

The locus of control (LOCUS) has the lowest score of 9 and the highest score of 32. The average score is 20.92 with a standard deviation of 4.660. This shows the level of data distribution of locus of control was 22.27%. This indicates that the locus of control among respondents is relatively the same, shown by the value of variation level <100%.

The personal cost (COST) has the lowest value of 6 and the highest score of 20. The average score is 13.94 with the standard deviation of 2.893. This shows the level of data distribution of personal cost is 20.75%. This shows that the personal cost among respondents is relatively the same. It is shown by the value of variation level <100%.

The gender (GENDER) has the lowest score of 0 and highest score of 1. The average score is 0.63 with the standard deviation of 0.486. This indicates that the level of data distribution is 77.14%. This also shows the level of data distribution of gender is relatively the same, shown by the value of variation level <100%.

The Ethnicity (ETHNICITY) has the lowest score of 0 and the highest is 1. The average score is 0.88 with the standard deviation of 0.323. This indicates that the level of data distribution is 36.70%. This also shows the level of the data distribution is relatively the same, shown by the value of variation level <100%.

Validity Test

Based on the results of the data validity test by using techniques Corrected Item-Total Correlation, eight of the fifteen indicators of organizational commitment variable were valid with the significant value of 0.000, while the others, i.e. KO3, KO4, KO7, KO9, KO11, KO12, and KO15, were considered invalid, nine of the sixteen indicators of the locus of control variable were valid with the significant value of 0.000, while the others, i.e. LOC1, LOC2, LOC3, LOC4, LOC5, LOC6,

and LOC7 were considered invalid. Indicators of personal cost and whistleblowing intention variables were deemed valid with the significance value of 0.000. Meanwhile, the reliability test showed that all variables were considered valid with significance above 0.6.

Regression Analysis

This study employed three classic assumption tests consisting of a normality, multicollinearity, and heteroscedasticity tests. The conclusion was that the assumption of normality was fulfilled and multicollinearity and heteroscedasticity data did not occur.

Table 3. Results of regression analysis

Model	Unstandardized Coefficients		Standart Coefficient
	B	Std. Error	Beta
(Constant)	5.842	3.840	
STATUS	.247	.182	.128
COMMITMENT	.196	.099	.194
LOCUS	-.028	.073	-.037
COST	.402	.118	.335
GENDER	1.368	.700	.191
ETHNICITY	7.104	1.193	.659

Source: Data processed, 2018

Table 3 shows that the coefficient value of the regression equation of the outputs led to the following regression model:

$$Y = -5.842 + 0.247 \text{ STATUS} + 0.196 \text{ COMMITMENT} - 0.028 \text{ LOCUS} + 0.402 \text{ COST} + 1.368 \text{ GENDER} + 7.104 \text{ ETHNICITY} \dots\dots\dots(2)$$

The Influence of Dependent Variables Simultaneously on Whistleblowing Intention

Based on Table 4, the result of F-test with a significance level of 5%, it can be concluded that the variables of managerial status, organizational commitment, locus of control, personal cost, gender, and ethnicity at the same time have a significant effect on whistleblowing intention.

Table 4. The Result of F-Test

Model	Sum of squares	Df	Mean Square	F	Sig
Regression	398.894	6	66.482	13.736	.000**
Residual	217.798	45	4.840		
Total	616.692	51			

**significance at level 5%

Source: Data processed, 2018

The Influence of the Dependent Variable partially on Whistleblowing Intention

Results in Table 5 indicates that the managerial status has a positive insignificant effect on whistleblowing intention, and, therefore, Hypothesis 1 was not proven. It is shown by sig. $0.183 > 0.05$ and the regression coefficient of 0.247 which is positive, indicating a one-way relationship between managerial status and the whistleblowing intention, where the whistleblowing intention would increase 0.247 times if the managerial status increased one time.

Meanwhile, the organizational commitment has a significant positive effect on whistleblowing intention, and, therefore, Hypothesis 2 was proven. It is shown by sig. $0.005 < 0.05$ and the regression coefficient of 0.196 which is positive, indicating a one-way relationship between organizational commitment and whistleblowing intention, where the whistleblowing intentions increased 0.196 times if the organizational commitment increased one time.

Table 5. Results of T-Test of Each Independent Variable to the Dependent Variable

Relationship between Variables	Regression Coefficient	t	Sig	Conclusion
Managerial Status → Whistleblowing Intention	0.247	1.352	0.183	POSITIVE INSIGNIFICANT
Organizational Commitment → Whistleblowing Intention	0.196	1.972	0.005	POSITIVE SIGNIFICANT
Locus of control → Whistleblowing Intention	-0.028	-0.0378	0.707	NEGATIVE INSIGNIFICANT
Personal Cost → Whistleblowing Intention	0.402	3.422	0.001	POSITIVE SIGNIFICANT
Gender → Whistleblowing Intention	1.386	1.954	0.057	POSITIVE SIGNIFICANT
Ethnicity → Whistleblowing Intention	7.104	5.954	0.000	POSITIVE SIGNIFICANT

Source: Data processed, 2018

The locus of control has a significant negative effect on whistleblowing intention, and therefore, Hypothesis 3 was not proven. It is shown by sig. $0.707 > 0.05$ and the regression coefficient of 0.028 which is negative, showing the contradictory relationship between locus of control and the whistleblowing intention, where the whistleblowing intention would decrease 0,028 times if the locus of control increased one time.

The personal cost has a significant positive effect on whistleblowing intention, and, therefore, Hypothesis 4 was proven. It is shown by sig. $0.001 < 0.05$ and the regression coefficient of 0.402 which is positive, indicating a one-way relationship between personal cost and the whistleblowing intention, where the whistleblowing intention would increase 0.402 times if the personal cost increased one time.

The gender has a significant positive effect on whistleblowing intention, and, therefore, Hypothesis 5 was proven. It is shown by sig. $0.057 < 0.1$ and the regression coefficient of 1.386 which is positive, indicating a one-way relationship between gender and whistleblowing intention, where whistleblowing intention would decrease 1,386 times if gender increased one time.

The ethnicity has a significant positive effect on whistleblowing intention, and, therefore, Hypothesis 6 was proven. It is shown by sig. $0.000 < 0.05$ and the regression coefficient of 7.104 which is positive, showing a one-way relationship between ethnicity and whistleblowing intention, where the whistleblowing intention would increase 7,104 times if ethnicity increased one time.

Result of Determination Coefficient Test (R^2)

The coefficient determination test was performed to find out the percentage of the influence of the independent variables (managerial status, organizational commitment, locus of control, personal cost, gender, and ethnicity) simultaneously on the dependent variable (whistleblowing intention).

Table 6. Summary Model: Coefficient Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.804	.647	.600	2.199

Source: Data processed, 2018

Based on table 6, the value of Adjusted R^2 is 0.600, indicating that the percentage of the influence of the independent variables (managerial status, organizational commitment, locus of control, personal cost, gender, and ethnicity) on the dependent variable (intention whistleblowing) is 60%. The variation of independent variables used in this research is able to explain 60% of the

variation of the dependent variable (whistleblowing intention), while the remaining, 40%, is influenced or explained by other variables that are not included in this research.

Discussion

The result of the F-test showed 0.000 which is smaller than 0.05, suggesting that organizational factors, such as managerial status; individual factors, such as organizational commitment, locus of control, personal cost; and demographic factors, such as gender and ethnicity, can simultaneously affect BPKP's internal auditor's intention to report violations.

The first hypothesis mentioned that the higher the managerial status of the internal auditors, the higher the intention to do whistleblowing. However, the result of the regression analysis fails to show the effect of managerial status on the whistleblowing intention. This result was different from Keenan (2002) and Septiani (2013). They find out that higher level managers have a positive perception on the whistleblowing and are more likely to do whistleblowing for various violations. This may be because the power owned by the internal auditors with high managerial status is limited to the internal auditors under their control, so the whistleblowers with high managerial status are more likely to report violations when the position of the wrongdoers is lower than them. Similar to whistleblowers with lower managerial status, they do not have enough courage to report any violations because they feel that they do not have enough power.

The result of the second hypothesis testing by using statistical t-test shows that organizational commitment obtained the significance value of 0.055 which is smaller than 0.1, indicating that it has a significant effect on the whistleblowing intention. The result of this study is contradictory to the research by Ahmad et al. (2012) and Septianti (2013). However, the result of this study is in line with the results of the research by Bagustianto and Nurkholis (2015) which states that the higher the organizational commitment of internal auditors, the higher the reporting intention. Internal auditors who want to show more efforts than they should for the success of BPKP are proven to increase the whistleblowing intention. They believe that the wrongdoing will hinder the progress and success of the organization, and if it is not reported and revealed, the organization's performance will decrease. Therefore, the internal auditor chooses to do whistleblowing.

The result of the third hypothesis testing by using t-statistic test illustrates that the locus of control obtained the significance value of 0.707 which is greater than 0.1, indicating that the locus of control has no significant effect on the whistleblowing intention. This is consistent with the results of research by Suryaningrum (2003) and Septianti (2013). The research stated that the locus of control has no significant effect on whistleblowing intention. The luck and factors at work also do not have any effect on an individual's whistleblowing intention. Luck here is related to income and work. The quality work or career and the amount of the income do not have any impact on the auditor's intention to report the violations.

The result of the fourth hypothesis testing shows that personal cost reached the number of 0.001 smaller than 0.05, proving that personal cost has a significant effect on the whistleblowing intention. The result of this study is contradictory to the results of research Septianti (2013) and Bagustianto and Nurkholis (2015) stating that personal cost has no significant effect on whistleblowing intention. However, this study is in line with Kaplan and Whitecotton (2001) research which found that the auditors tend to take into account personal cost before whistleblowing. Therefore, when the personal cost is considered to be high, the auditor is reluctant to report the violations. In contrast to Kaplan and Whitecotton (2001), the result of the regression analysis shows that personal cost has a positive influence on the whistleblowing intention. The higher the personal cost that may be received by the whistleblowers, the higher the whistleblowing intention will become. The difference in the result of this study with the one in other studies is due to other factors related to personal cost, such as the level of the seriousness, the intensity, or the resulting effect of the violations.

The result of the fifth hypothesis test shows that gender has significant influence on whistleblowing intention. This is contradictory to the result of research Musthapa and Siaw (2012) which states that gender does not affect the whistleblowing intention. However, this study is consistent with the research by Sims and Keenan (1998) suggesting that gender differences significantly influence whistleblowing intention. The result of the regression analysis shows that there is a significant influence between men and women in terms of reporting violations. This is based on the differences in constructs and personalities between men and women. The BPKP male auditors

consider that violations are negative things and can have a bad impact if allowed to continue. Therefore they feel responsible for the violations and conduct whistleblowing. In addition, the strong attitude of men also makes them not afraid to accept the risks of whistleblowing.

The result of the sixth hypothesis test shows that the ethnicity has a significant influence on the whistleblowing intention. This is contradictory to the research by Tavakoli et al. (2003) who examined the differences in culture and whistleblowing. Tavakoli et al. state that there is no significant difference between US managers and Croatian managers in terms of a sense of responsibility for reporting violations (minor fraud). However, this research is in line with Septianti's study (2013) stating that ethnicity influences the whistleblowing intention. According to Putri and Kamayanti (2014), there are four ethics of Javanese accountants, namely obedient (spiritual), aware and alert, and, reluctant (respect). Javanese BPKP auditors feel responsible for conducting whistleblowing if they are aware of any violations. They see the violations objectively. They work competently by upholding the value of integrity and professionalism. Being aware and alert is the second character that supports the Javanese accountants. It explains the tendency for the auditors to always remember his essence as a human being. In carrying out the work, Javanese auditors apply this attitude as a fence within themselves to make themselves responsible as both an individual and a professional. It means that the BPKP auditors coming from the Javanese ethnicity, when making the decision to become a whistleblower, they will stay alert for any action being taken, if the whistleblowing is done, and to whom it is reported.

CONCLUSION

Organizational commitment, personal cost, gender, and ethnicity had a significant positive effect on whistleblowing intention. Meanwhile, there was not enough evidence to explain effect of the managerial status and locus of control on the whistleblowing intention.

The limitation in the study is that there were some invalid statements on the variables organizational commitment and locus of control. The questionnaire data were collected at the same time as the busy period of BPKP internal auditors. For BPKP organization, every year, especially December to January was a busy period, causing relatively small rate of the return of the document due to the limited number and the busy schedule of respondents.

Future research is suggested to expand the scope of research in terms of both regional or organizational units, as well as increasing the type of independent variables because this study only resulted around 60% influenced.

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