

## THE INFLUENCE OF INDIVIDUAL AND SITUATIONAL FACTORS ON LOWER-LEVEL CIVIL SERVANTS' WHISTLE-BLOWING INTENTION IN INDONESIA

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### ABSTRACT

*The purpose of this research is to examine empirically the influence of individual and situational factors on the whistle-blowing intentions among lower-level civil servants in Indonesia. This research proposes a conceptual model where individual and situational factors influence the whistle-blowing intention among lower-level civil servants. More precisely this study used three variables as individual factors based on the theory of planned behaviour (the attitude toward whistle-blowing, the subjective norm, and the perceived behavioural control).*

*Two vignettes were used to manipulate three situational factors (the seriousness of wrongdoing, the status of the wrongdoer, and the personal cost of reporting). A survey questionnaire was distributed to 106 civil servants from government institutions in Indonesia by using convenience sampling. There are six hypotheses that were tested by using multiple regression analysis.*

*This research found that individual and situational factors successfully predicted a whistle-blowing intention. Specifically, research results indicate there are five antecedents of whistle-blowing intention among lower-level civil servants in Indonesia labelled: the attitude toward whistle-blowing, the subjective norm, the perceived behavioural control, the seriousness of wrongdoing, and the status of the wrongdoer. Further implications for practice and research are also discussed.*

**Keywords:** *whistle-blowing intention, lower-level civil servants, theory of planned behaviour, individual factors, situational factors.*