

## Dark Triad Personality as a Predictor of the Corrupt Intention of the State Civil Apparatus in District X

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### Abstract

Referring to the theory of planned behavior, behavior arises because of behavioral intention where personality is one of the behavioral intention's factors. This study aimed to examine the correlation between dark triad personality and corrupt intention among state civil apparatus. The data were collected using accidental sampling with cross-sectional survey quantitative research design on 75 government employees from four different sub-districts. The result showed that there was a significant positive correlation between dark triad personality and corrupt intention ( $r=0.415$ ;  $p=0.001$ ). Additional analysis showed that corruption is a crime caused by weak regulation system and supervision (PBC  $r=0.665$ ). Last but not least, the narcissism aspect of dark triad personality have higher correlation was the most influenced corrupt intention ( $r=0.413$ ). The theoretical implication found in this study was, dark triad personality is not direct predictor of corrupt intention, but an indirect predictor through attitude towards behavior, subjective norms, and perceived behavior control.

*Keywords:* The theory of planned behavior, government employees, corrupt intention, dark triad personality.

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### Introduction

The result of the 2019 Transparency International survey revealed that Indonesia's corruption perception index (CPI) score was at 40/100. This result means that the Indonesian people perceive there were still a large number of corrupt public officials. In addition, on December 6, 2020, the Minister of Social Affairs, Juliari P. Batubara was arrested by The Indonesian Corruption Eradication Commission (KPK) in *Operasi tangkap tangan* (OTT) related to the alleged bribery case of Covid-19 social assistance funds for the Greater Jakarta area of 17 billion IDR (Wicaksono, 2020). Based on KPK Annual Report, on 2019 KPK has carried out 21 OTT in 14 different areas where the top three professions were those who worked as private employees (34 people), state civil apparatus

(17 people), and BUMN/BUMD (state-owned enterprise/provincially-owned corporation) employee (5 people). Meanwhile, there were 184 suspects in village fund corruption which caused a loss of 40.6 billion IDR (Egi Primayogha, cited in Ihsanuddin, 2018). Quoting from the Tempo.co news on April 19, 2020, ICW noted that there were 263 local government employees (PEMDA) and 188 village officials who were suspects in corruption cases. This makes civil servants at the regional level be the highest perpetrators of corruption throughout 2019 (Arigi, 2019).

Corruption is defined as deviant behavior, violating the law and/or morals, and intentionally abusing the power entrusted to him for personal gain (Abidin & Siswadi, 2015; Komisi Pemberantasan Korupsi, 2015; Kobis, van Prooijen, Righetti, & Van Lange, 2016). Some people who already have power or authority often experience a corruption dilemma when someone else gives bribes (Zhao, Zhang, & Xu, 2017). A person with a corruption dilemma will be more vulnerable to committing corruption if accompanied by high perceived descriptive norms, namely the perception of how commonly corrupt behavior is carried out in the surrounding environment.

Based on Fishben Ajzen's theory of planned behavior, there is an earlier stage before a behavior arises, namely, behavior intention. Behavior intention is the encouragement and indication of a person to perform a certain behavior (Ajzen, 1991; 2005). According to the theory of planned behavior, behavior intention are determinants by three aspect, attitude towards behaviors (ATB), subjective norms (SN), and perceived behavior control (PBC) (Ajzen, 1991; 2005). ATB is an individual's belief about the consequences he or she will receive for his behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011; De Leeuw, Ajzen, Valois, & Schmidt, 2015). SN is an individual's perception of a behavior where the perception is influenced by the judgement of the surrounding environment (Ajzen, 2005; Ramadhani, 2011). Lastly, PBC is defined as an individual's perception of his ability to perform the behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011). The higher the ATB, SN, and PBC, the greater the person's behavior intention. The greater the behavior intention, the greater the opportunity for the person and his/her efforts to carry out the behavior. In terms of corrupt intention, it can be concluded that corrupt intention is the intention or encouragement of a person to commit corrupt behavior. The higher the individual's intention to commit corruption, the greater the opportunity to commit a criminal act of corruption.

Corruption behavior is certainly not behavior that should be carried out by anyone since it violates the law and morals (Kobis et al., 2015), especially for state civil apparatus. According to Law No.

11 of 1959 concerning the Oath of Position for the State Civil Apparatus and the Armed Forces, prior to being appointed as a civil servant, state civil apparatus has been sworn in never to accept gifts of any kind and from anyone concerned with their position or work. In fact, not all state civil apparatus implement the law. The high level of corruption cases in state civil apparatus proves that there is a contradictory attitude between their oath and actual service practices.

When it comes to corruption and public officials, what kind of state civil apparatus is more vulnerable to have corrupt behavior? Based on the reciprocal determinism theory (Albert Bandura cited in Weiten, 2011), behavior is the result of two things (i.e., the person as internal factors and the environment as external factors). According to this theory, corrupt behavior arises due to internal factors and external factors (Weiten, 2011; Abidin & Siswadi, 2015; Zhao, Zhang, & Xu, 2016). External factors that influence a person to commit corruption include the lack of exemplary authority figures, low salaries, weak commitment and consistency in law enforcement and legislation, non-optimal supervisory mechanisms, working environment conditions, organizational structure, and unclear job duties (Kementerian Pendidikan dan Kebudayaan RI, 2011). Meanwhile, the thinking process is either rational or irrational (Rabl & Kuhlmann, 2015), low integrity and professionalism (Kementerian Pendidikan dan Kebudayaan RI, 2011) perception (Abidin & Siswadi, 2015), personality, and morals are some of the internal factors that cause corrupt behavior (Kementerian Pendidikan dan Kebudayaan RI, 2011; Abidin & Siswadi, 2015; Zhao, Zhang & Xu, 2016).

Though previous research to uncover the interaction among personality traits and corrupt behavior, Zhao, Zhang, and Xu (2016) studied 395 adults from various China companies, found that every aspect of the dark triad personality had a significant positive correlation with corrupt intention. Another study conducted on 273 Iranian employees found a significant positive indirect relationship between the dark triad personality and corrupt intention through anxiety as a mediator (Hajhoseiny, Fathi, & Shfiel, 2019).

Dark triad personality is a psychological personality theory that describes the social aversive nature of humans which is divided into three constructs that is psychopathy, narcissism, and machiavellianism (Paulhus & Williams, 2002; Jones, 2013; Egan, Hughes, Palmer, 2015; Zhao, Zhang & Xu, 2016). Psychopathy is associated with high impulsivity, sensation seeking, lack of guilt and low empathy, and anxiety (Forsyth, Banks, & McDaniel, 2012; Baughman, Dearing, Giammarco, &

Vernon, 2012; Spain, Harms & Lebreton, 2014). State civil apparatus with this trait are attracted to high-risk of corrupt behaviors. People with narcissism are selfishly optimistic, have high level of self-confidence, and feel that they are better and more important than others. (Paulhus & William, 2002; Baughman, Dearing, Giammarco & Vernon, 2012; Jonason, Slomsky & Partyka, 2012; Carton & Egan, 2017). Machiavellianism tends to always try to achieve personal satisfaction, cunningness, have a negative assessment of others, manipulative, and justify any means in order to achieve its goals (Paulhus & William, 2002; Baughman, Dearing, Giammarco, & Vernon, 2012; Spain, Harms & Lebreton, 2014).

Judging by the name, the dark triad personality really seems like a type of clinical personality disorder. Initially, the dark triad personality was more associated with clinical personality disorders. In 2002, Paulhus and William began researching this personality type in general in the wider community, not only in clinical terminology. The results of the Paulhus and William (2002) research finally created a new measuring tool that can be used on sample coverage in general or subclinical issues (Furham, Richards, and Paulhus, 2013), namely the short dark triad (SD3).

Dark triad personality, known as the "dark nature" of humans, more or less certainly affects the formation of deviant behavior, such as corruption (Zhao et al., 2016), stealing (Jones, 2013), fraud (Modic, et al., 2018), academic cheating (Williams, Nathanson, & Paulhus, 2010; Munoz & Garcia, 2017), toxic work behaviors (O'Boyle et al., 2012), and other behaviors that seek to benefit oneself at the expense of the rights of others (Jones, 2013).

According to Zhao, Zhang, and Xu (2016), there is a significant positive correlation between the dark triad personality and corrupt intention due to three things. First, someone with a dark triad personality has a tendency to gain profit for himself by justifying any means. Second, dark triad personalities also tend to be manipulative. This manipulative nature is a way that is often used by the dark triad to achieve their personal goals. Third, someone with a dark triad personality is less able to empathize with others thus for people with a dark triad personality, deviant behavior is a natural thing.

Meanwhile, according to Hajhoseiny et al. (2019), there was a significant positive correlation between the dark triad personality and corrupt intention, also due to the culture of the Iranian who always had high expectations of each other, especially relatives and close friends. The existence of

this culture caused anxiety in terms of wealth, career path, and social status if they failed to meet the expectations of significant others. This high level of anxiety strengthened people with the dark triad personality to commit corrupt behavior.

According to Christie and Geis (cited in Dahling, Kuyumcu, & Librizzi, 2012), one of the of machiavellianism personality traits is the willingness to behave non-ethically in order to achieve personal goals and benefits even though they have to do manipulation. Other studies also found that a person with a high machiavelli personality is also willing to violate existing rules in order to achieve his personal goals (Christie cited in Dahling, Kuyumcu, & Librizzi, 2012; Wilson et al., cited in Carton & Egan, 2017). Meanwhile, narcissism is a personality with high level of self-confidence and people with this personality perceive this personality as positive (Harrison, Summers, & Mennecke, 2016) and always seek fame and honor (Jonason et al., 2012; Carton & Egan, 2017). This narcissistic personality causes a person behave maladaptively (Robins & Beer cited in Harrison et al., 2016) and always look for ways to get instant profit at the expense of the others' interests (Hajhoseiny et al., 2019). Lastly, psychopathy is defined as a personality type that likes to violate social norms (Forsyth, Banks, & McDaniel, 2012). This personality type also believes that the "rules" they hold are higher than social norms, morals, and the rules that exist in society (Lebreton et al. Cited in Harrison et al., 2016). Psychopathy personality assesses that bullying and harming others is a normal behavior and accepted by society (Harrison et al., 2016).

In addition, according to the Theory of Planned Behavior (TPB), someone with a dark triad personality tends to have corrupt intentions due to three things, namely attitude toward behavior (ATB), subjective norms (SN), and perceived behavior control (PBC). First, ATB is an individual's behavioral belief about the consequences of his behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011; De Leeuw, Ajzen, Valois, & Schmidt, 2015). This belief is related to the individual's subjective assessment of a behavior, how much the positive and negative impact will arise from the behavior. Second, SN is a function of normative beliefs or individual beliefs obtained from the beliefs held by the people around them towards a certain behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011). Therefore, SN can be defined as an individual's perception of a behavior influenced by the views of significant others (namely parents, husband/wife, friends, superiors/bosses) regarding the behavior of the individual (Ajzen, 2005; Ramadhani, 2011). Third, PBC is a function of control belief (Ajzen, 1991; Ajzen, 2005; Leeuw, Ajzen, Valois, & Schmidt, 2015). Control belief is a belief towards the resources owned to perform the behavior (Ajzen, 1991). These resources are obtained from

his/her own and colleagues' past success experiences or information. PBC itself is defined as an individual's perception of his/her ability to perform the behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011). The success or failure of a behavior depends not only on the intention to perform the behavior, but also on the individual's PBC. Control belief is a belief towards the resources owned to perform the behavior (Ajzen, 1991). These resources are obtained from his/her own and colleagues' past success experiences or information. PBC itself is defined as an individual's perception of his/her ability to perform the behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011). The success or failure of a behavior depends not only on the intention to perform the behavior, but also on the individual's PBC. Control belief is a belief about the resources owned to perform the behavior (Ajzen, 1991). These resources are obtained from past success experiences or information from friends and experiences from friends. PBC itself is defined as an individual's perception of his ability to perform the behavior (Ajzen, 2005; Myers, 2010; Ramadhani, 2011). The success or failure of a behavior depends not only on the intention to perform the behavior, but also on the individual's PBC.

Icek Ajzen, derived the three aspects of TPB (i.e., ATB, SN, and PBC) from three beliefs (i.e., behavioral belief, normative belief, and control belief). These three beliefs are the basis for understanding someone's intention to do a certain behavior. In addition, by understanding the three beliefs, a researcher can also design an intervention to change the behavior. However, this study did not examine the three beliefs. This study aimed to make predictions related to the relationship between dark triad personality and corrupt intention of the state civil apparatus in several sub-districts in District X. This study is similar to Zhao et al. (2016) but there are some differences including the research subject, the corrupt intention measuring instrument, and the use of Theory of Planned Behavior (TPB) in full as a grand theory. Different cultural conditions between Indonesia and China were also predicted to affect the formation of the dark triad personality. In addition, based on a search through the Garuda portal on 5 January 2021, there was one study about dark triad personality in the relation to religious and emotional intelligence on corruption perpetrators (Kaumbur & Hardjanta, 2017). However, they did not employ the TPB theory and used different research subjects.

## Method

### *Research design*

The research design used was a quantitative cross-sectional survey using the Spearman correlation data analysis technique since the data were not normal. In addition to using the Spearman correlation test, a regression test was also carried out with the aim of seeing how much the dark triad personality influenced the corrupt intention.

### *Research Sample*

The population in this study was the state civil apparatus who worked in the sub-district office in District X. The sampling technique used was accidental sampling in four sub-districts in District X. Before the research questionnaires were distributed, the researchers distributed informed consent. The participants were required to write their names or initials, gender, email or cellphone number, and position and sign the agreement sheet.

Table 1  
*Population and Participants*

No	District Name	Number of State civil Apparatus	Number of Research Samples Collected	Number of Excluded Samples	Number of Samples Used
1	A District	72 people	45 samples	1 sample	
2	B District	18 people	16 samples	-	
3	C District	19 people	12 samples	-	75
4	D District	19 people	13 samples	10 samples	
	Total	128 people	86 samples	11 samples	

Based on the calculation of the Raosoft sample size with a margin of error of 7%, a confidence level of 90% and a population size of 128,67 samples were needed. This study successfully collected 86 samples, but since the 11 samples were not filled out completely and contained the exact same answer, the researcher excluded them. Thus, the final number of samples used for data analysis was 75 samples.

Most of the study participants were male (66.7%), in the age range of 50-59 years (33.3%), held the last education status of high school (48%) and worked in the sub-district office (96 %) (see table 2).

The research results revealed that the norm taught by parents was the norm for helping each other (21.8%), while the most important norm for participants was put family first (34.2%). Most of the participants admitted to having committed a violation when they were at school (78.7%) with the most types of violations was violating school rules (40.6%) and the response of the participants' parents was to advise (38.7%).

Table 2  
*Description of the Participants's*

Category	Frequency	Percentage (%)
<b>I. Gender</b>		
Man	50	66.7%
Woman	25	33.35
<b>2. Age</b>		
<30 years old	3	4%
30-39 years old	8	10.7%
40-49 years old	11	14.7%
50-59 years old	25	33.3%
60 years	1	1.3%
Not answered	27	36%
<b>3. Education</b>		
High School	36	48%
Bachelor	26	34.7%
Others	13	17.3%
<b>4. Norms taught by parents</b>		
Honest	38	18.4%
Discipline	13	6.3%
Always prioritize worship	32	15.5%
Politeness	38	18.4%
Helping others	45	21.8%
To be responsible	20	9.7%
Obeying the rules	9	4.4%

Category	Frequency	Percentage (%)
Not arrogant	3	1.5%
Selfless	6	2.9%
Patience	2	1.0%
5. The most important norms for research participants		
Honest	15	9.7%
Discipline	3	1.9%
Always prioritize worship	14	9.0%
Prioritizing family	53	34.2%
Politeness	7	4.5%
Justice	7	4.5%
Be kind to people who are useful to me	2	1.3%
Maintaining harmony	35	22%
Work hard	19	12.3%
6. Have you ever committed a violation at school?		
Yes	59	78.7%
No	9	12%
Not answered	7	9.3%
7. Violations that have been committed		
Violating school rules	54	40.6%
Skipping class	40	30.1%
Fighting	4	3%
Violating related to assignments and assessments	35	26.3%

### *Data collection technique*

The data collection technique was carried out using a self-report questionnaire adapted from the Short Dark Triad (SD3) (Jones & Paulhus, 2014) and the Corrupt Intention Case Scenario compiled by researchers and derived from the theory of planned behavior (Ajzen, 2005; 2019). Before the measuring instrument was used for data collection, the researcher had conducted a content validity test and a reliability test on both measuring instruments. The content validity test was carried out using the content validity ratio (CVR) method where the measuring instrument is reliable to meet the content validity if the CVR value is 0.5. CVR was done by asking for an assessment from three panelists. The panelists provided an assessment of each item in the measuring instrument to see whether the item was in accordance with the definition of the construct or necessary and important used in the research. Meanwhile, the reliability test was carried out by measuring the Cronbach value of the measuring instrument.

*Short dark triad (SD3)* consisted of 27 items that had been translated and tested through a validity test with a CVR value on all measuring instruments of 0.5 and a reliability test with a Cronbach value of 0.860. This measuring tool consisted of three dimensions, namely machiavellianism (example item: it is better to be an honest and truthful person than to be successful), narcissism (example item: other people see me as a great person), and psychopathy (example item: person who annoys me always regretting his actions) where each dimension consisted of nine items. The participants filled out the questionnaire by writing their level of agreement on each item using a Likert scale of 1 (strongly disagree) to 5 (strongly agree).

Corrupt intention case scenario consisting of twelve items compiled by the researchers based on the theory of planned behavior with CVR values on all measuring instruments of 0.5 and a Cronbach value of 0.763.

Prior to filling out the questionnaire, the participants read the case scenario then were asked to rate their level of agreement on each item using a Likert Likert scale of 1 (strongly disagree to) to 5 (strongly agree). Here are some item examples from the corrupt intention case scenario: (i) I will receive the money for my sister's surgery costs (intention); (ii) As a state civil apparatus, it is okay if you receive money from the public when you face an urgent situation (ATB); (iii) My mother will not agree if I accept the money even if it is for my sister's (SN) hospital expenses; (iv) The surveillance system in state civil apparatus is usually not strict, so my actions will be difficult

to prove (PBC).

## Results

Based on the calculation of the ideal norm, the frequency distribution for each variable is as follows:

Table 3  
*Corrupt Intention Frequency Distribution*

Category	Frequency	Percentage (%)
Very high	1	1.3%
High	1	1.3%
Medium	21	28%
Low	39	52%
Very low	12	17.3%
Total	75	100%

Based on the table, the highest percentage of corrupt intention are in the low (52%) and moderate (28%) categories. Meanwhile, the smallest percentage is in the very high and high categories with the frequency of 1.3% (see table 3). In addition to the frequency distribution of the corrupt intention aspect, the researcher calculated the ideal norm for the dark triad personality aspect. The results of the frequency distribution of the dark triad personality are as follows:

Table 4  
*Dark Triad Personality Frequency Distribution*

Category	Frequency	Percentage (%)
Very high	0	0%
High	2	2.7%
Medium	6	8.0%
Low	55	73.3%
Very low	12	16%
Total	75	100%

Meanwhile, in terms of the frequency distribution of the dark triad personality, the highest percentage is in the low (73.3%) and very low (16%) categories (see table 4). Meanwhile, the smallest percentage is in the very high category with the percentage of 0%.

#### *Hypothesis testing*

Based on the hypothesis test results (see table 5), there is a significant positive correlation between the dark triad personality and corrupt intention. It signifies that the higher the dark triad personality was, the higher the intention for the state civil apparatus to corrupt.

Table 5  
*Intercorrelation Matrix between Variables and Aspects*

	1	2	3	4	5	6	7	8
1. DTP	-							
2. CI	,415**	-						
3. MACH	,665**	,353**	-					
4. NARCH	,825**	,431**	,390**	-				
5. PSY	,817**	,214*	,393**	,539**	-			
6. ATB	,376**	,510**	,287**	,389**	,236*	-		
7. SN	,211*	,537**	,336**	,140	,151	,209*	-	
8. PBC	,424**	,665**	,480**	,328**	,304**	,323**	,316**	-

Note:\*\*)  $p < 0.01$ , \*)  $p < 0.05$ ; DTP: Dark Triad Personality; CI: Corrupt intention; MACH: Machiavellianism; NARCH: Narcissism; PSY: Psychopathy; ATB: Attitude Toward Behavior; SN: Subjective Norms; PBC: Perceived Behavior Control.

As an additional analysis, the researcher conducted a correlation test between the dark triad personality aspect and corrupt intention and a correlation test between the corrupt intention aspect and the total score of corrupt intention. Based on the results, the three dark triad personalities have a significant positive correlation with corrupt intention and narcissism is the dark triad personality type that has the largest correlation coefficient (see table 5). More specifically, the results of the correlation test between the aspects of corrupt intention and the total score of corrupt intention also found that the three aspects of corrupt intention were significantly positively

correlated with the total score of corrupt intention (see table 5). To conclude, perceived behavior control is the aspect with the largest correlation coefficient and followed by a subjective aspect.

Thus, from the results, the dark triad personality has a significant positive correlation with corrupt intention, and every aspect of dark triad personality and corrupt intention also has a positive and significant correlation with the total score of corrupt intention.

#### *Regression Test*

Regression test was conducted to find out what percentage of the effective contribution of the independent variable to the dependent variable (R<sup>2</sup>).

Table 6

#### *Regression Test*

Predictor	Adjusted R square	p
<i>Dark Triad Personality</i>		
<i>Attitude toward behavior</i>	0.773	0.001
<i>Subjective norms</i>		
<i>Perceived behavior control</i>		

*Dependent variable: Corrupt intention*

Based on the regression test results (see table 6), both the dark triad personality variable and aspects of corrupt intention have a significant relationship ( $p < 0.05$ ). It is also known that the effective contribution of the dark triad of personality, attitude behavior, subjective norms, and perceived behavior control towards corrupt intention is 77.3%. In addition, to see the contribution of each variable, the researcher performed a correlation in the model. The results of the correlation are as follows:

Table 7  
*Standardized Coefficients Beta*

Predictor	B	P
<i>Dark Triad Personality</i>	0.037	0.590
<i>Attitude toward behavior</i>	0.321	0.001
<i>Subjective norms</i>	0.305	0.001
<i>Perceived behavior control</i>	0.512	0.001

*Dependent variable: Corrupt intention*

Based on the correlation results in the model (see table 7), the dark triad personality variable has the smallest and least significant beta standardized coefficients. It denotes that the dark triad personality variable has no direct effect on the emergence of corrupt intention. Therefore, it can be concluded that the dark triad personality variable is not an independent variable but a predisposition variable. Furthermore, the researchers checked the standardized coefficient beta between the dark triad personality-attitude towards behavior, dark triad personality-subjective norms, and dark triad personality-perceived behavior control to see whether the dark triad personality is indeed a predisposition variable for corrupt intention (see table 8). The results of these tests are as follows:

Table 8  
*Standardized Coefficients Beta*

Variable	B	P
<i>Attitude toward behavior</i>	0.475	0.001
<i>Subjective norms</i>	0.305	0.001
<i>Perceived behavior control</i>	0.477	0.001

*Dependent variable: Dark triad personality*

Based on the correlation test results in the model, the dark triad personality has a significant correlation with attitude towards behavior, subjective norms, and perceived behavior control (see table 8). Thus, it can be concluded that the dark triad personality is not a direct predictor of intention but is an indirect predictor through attitude toward behavior, subjective norms, and perceived behavior control.

## Discussion

Based on the hypothesis test results, there was a significant positive relationship between the dark triad personality and corrupt intention (see table 5). This means, the stronger the dark triad personality (i.e., machiavellianism, narcissism and/or psychopathy) of state civil apparatus was, the higher the their intention to commit corrupt behavior.

In accordance with the theory of planned behavior, corrupt intention arises because of behavior intention. Behavior intention can be an indication of how strong a person's effort is to perform certain behaviors. The emergence of behavior intention is influenced by various background factors, one of which is personality, and one type of personality correlated with deviant behavior such as fraud is the dark triad personality (Jones, 2013 & Zhao, et al., 2016; Modic, et al., 2018). The problem is, personality does not have a direct influence on corrupt intention (Ajzen, 2005; 2019). Everyone with a certain personality has certain beliefs. These beliefs ultimately shape a person's personality. The beliefs held by state civil apparatus with dark triad personality are beliefs that lead to social-aversive traits (Paulhus & William, 2002; Bagham et al., 2012; & Zhao et al., 2016). state civil apparatus with dark triad personalities have social-aversive beliefs that makes them more prone to have higher corrupt intentions than state civil apparatus with low dark triad personalities.

There are three aspects that underlie the emergence of corrupt intention according to the theory of planned behavior. First, state civil apparatus believes that corruption is an act that will bring more positive consequences than negative consequences, both for themselves and their families. According to the theory of planned behavior (Ajzen, 19991; 2005; 2019), this attitude toward corrupt behavior is referred to as attitude toward behavior (ATB). This discussion is also supported by the correlation test results between the total score of corrupt intention and the ATB aspect. Based on the correlation test, there is a significant positive correlation between corrupt intention and ATB (see table 5).

According to Cressey in the Triangle of Fraud theory, one of the causes of fraudulent behavior is rationalization. This rationalization relates to the justification of the deviant behavior carried out by the state civil apparatus (Abdullah, Manzor & Nuhu, 2015). The rationalization cannot be separated from the integrity and values or norms held by the state civil apparatus themselves and their significant others (Rae & Subramanian cited in Kassem & Higson, 2012). The values or norms held

by the state civil apparatus environment will ultimately affect the state civil apparatus 's perception of corrupt behavior. The perception of a behavior influenced by the values held by the state civil apparatus environment in the TPB is referred to as subjective norms.

*Subjective norms* (SN) is the second aspect that underlies corrupt intention (Ajzen, 2005). Corrupt intention will be higher if the people around the state civil apparatus have a positive view related to corruption. This is also evident from the results of the correlation test between corrupt intention and subjective norms. Based on the results, subjective norms have a significant positive correlation with corrupt intention (see table 5). In addition, research from Zhao, Zhang, and Xu (2017) found that perceived descriptive norms were significantly positively correlated with corrupt intention. Perceived descriptive norms are state civil apparatus perceptions related to how prevalent corrupt behavior is in the surrounding environment (Zhao, Zhang & Xu, 2017). The research results of Zhao et al., (2017) are the supporting evidence that corrupt intention is strongly influenced by the state civil apparatus environment.

Abidin and Siswadi (2015) also explained that one of the factors causing corruption was the presence of an authority figure or leader in the workplace who was dishonest or perceived corruption to be a natural thing. Furthermore, Abidin and Siswadi also explained that the norms adopted or taught by the people around could also affect corrupt intentions. In addition to the influence of values from people around state civil apparatus, corrupt intention was also influenced by perceived behavior control (Ajzen, 1991; 2005; 2019).

Perceived behavior control (PBC) is state civil apparatus 's perception related to the chances of success or the level of ease of carrying out corrupt behavior. The smaller the chance of failure or obstacles when state civil apparatus commits corrupt behavior, the higher their corrupt intention (Ajzen, 1991; 2005; Myers, 2010; & Ramadhani, 2011). Cressey in the Triangle of Fraud theory and Bologne in the GONE theory, also stated that opportunity is one of the factors that cause corruption. The three theories agree that the opportunity here is related to the state of the organization or the supervisory system within the organization. This discussion is also supported by the results of the correlation test between corrupt intention and perceived behavior control (see table 5). That is, the correlation test results proved that perceived behavior control had a significant positive correlation with corrupt intention. Based on these results, it is known that the greater the opportunity and level of ease for state civil apparatus to commit corruption without being caught,

the higher their corrupt intention regardless of their negative attitudes and subjective norms towards corruption.

The correlation test results for the total score of corrupt intention with each aspect of corrupt intention which have a significant positive correlation indicated that the emergence of corrupt intention cannot be influenced only by one or two aspects. The correlation test results between the total score of corrupt intention and the aspect of corrupt intention (see table 5) indicate that corruption is a crime caused by a weak regulatory and supervisory system (perceived behavior control). On the other hand, in addition to corruption caused by a weak system of supervision and regulation, corruption can also be referred to as a “crime in the congregation”. That is, the emergence of corrupt intention which then results in corrupt behavior is also strongly influenced by conditions in the surrounding environment and culture (Hajhoseiny et al., 2019) adopted by the state civil apparatus. The research results by Jamaluddin et al. (2020) found that cheating behavior would increase when the person interacts with honest person. However, the researcher only focused on the interaction of state civil apparatus with their surroundings without controlling for internal factors that might have an effect, such as attitude towards behavior or personality. Because even though it had the smallest correlation number, the internal attitude toward behavior remained to be one of the factors that influenced the emergence of corrupt intention. If the environment and supervisory system at the sub-district office supported state civil apparatus for committing corruption, but they had a negative attitude towards corruption, the likelihood of them committing corruption was low.

According to Zhao, Zhang, and Xu (2016), there is a significant positive correlation between the dark triad personality and corrupt intention due to three things. First, someone with a dark triad personality has a tendency to seek profit for himself by justifying any means. Second, dark triad personalities also tend to be manipulative. This manipulative nature is a way often used by the dark triad to achieve their personal goals. Finally, someone with a dark triad personality has less empathetic feelings with other people; thus for them, deviant behavior is a natural thing.

Additional analysis related to the correlation between aspects of the dark triad personality and corrupt intention also supports the results of previous studies. Zhang et al. (2016) found a correlation in every aspect of the dark triad personality with corrupt intention of Chinese. The results are in line with the correlation between all aspects of the dark triad personality and corrupt

intention found in this study (see table 5). However, in their results, the greatest aspect driving to corrupt behaviour was psychopathy, yet in this study was narcissism, while the psychopathy aspect was found to have the smallest correlation coefficient. Meanwhile, both studies found that the machiavellianism aspect held the second largest correlation coefficient.

Narcissism is defined as one of the dark triad personality types which exhibit high level of self-confidence. People with narcissism feel they are the most important and hold important positions (Paulhus & William, 2002; Bagham et al., 2012; Jonason et al., 2012; Carton & Egan, 2017). They tend to be more selfish make everything always focus on themselves, "me, me, and me". If a narcissist has a certain desire, he/she will try to achieve the desire only to satisfy himself/herself, not others.

According to Zhao et al. (2016; Robin & Beer cited in Harrison et al., 2016), high level of self-confidence drives state civil apparatus with narcissism personality to behave maladaptively. This high level of self-confidence then leads them to have a cognitive bias on punishment for corrupt behavior (Zhao, et al., 2016). This cognitive bias ultimately causes them to tend to underestimate and even ignore punishments for criminal acts of corruption (Zhao, et al., 2016). On the other hand, this high level of self-confidence also forms their mind that they will be able to control all the consequences of their actions (Jones, 2013) so that they will ignore the punishment and are more prone to have corrupt intentions.

Second, based on the descriptive data (see table 2) related to norms, there are several norms taught by parents that are contrary to machiavellianism. These norms include: honesty (18.4%), responsible (9.7%) and obeying the rules (4.4%). Based on descriptive data related to norms that are considered important by state civil apparatus (see table 2), there are also several norms that contradict machiavellianism, namely honesty (9.7%) and hard work (12.3%). On the other hand, in addition to norms that are contrary to the nature of machiavellianism, state civil apparatus admitted that being kind to people who were valuable to them (1.3%) was an important norm in their lives. Being kind to people who are valuable to them is one of the characteristics of machiavellianism, namely taking advantage of others in order to achieve personal goals (Jones & Paulhus cited in Forsyth, Banks & MacDaniel, 2012). According to the types of violations that have been committed by state civil apparatus during school, violations related to assignments and assessments (26.3% see table 2) are two of the highest types of violations. Cheating on exams or assignments in order to

get high scores also holds high score (Jones & Paulhus cited in Forsyth, Banks & MacDaniel, 2012). The existence of norms that are contrary to the nature of machiavellianism taught by parents and the assumption that it is important to take advantage of other people for personal purposes as well as cheating as long as they can achieve personal goals result in machiavellianism to be in the second place.

Based on the regression test results, the dark triad personality has the lowest standardized beta coefficients and is not significant (see table 7). Thus, based on these findings, the dark triad personality did not directly affect the emergence of corrupt intention, but acted as a predisposition variable through attitude towards behavior, subjective norms, and perceived behavior control.

Meanwhile, based on reciprocal determinism theory proposed by Bandura (cited in Weiten, 2011), a behavior is formed from internal (person) and external (environment) factors. Personality is an example of internal or personal factors, and reasoning that this study did not examine the external or environmental factors, this study cannot explain the external factors that influence corrupt intention. According to previous studies, factors that drove and influenced corrupt intention were: a less transparent accountability system (Hardjapamekas cited in Kementerian Pendidikan dan Kebudayaan RI, 2011; Abdullahi, Mansor & Nuhu, 2015; Isgiyata, Indayani & Budiyoni, 2018; ICW cited in Kementerian Pendidikan dan Kebudayaan RI, 2011), weak law enforcement and sanctions (Isgiyata, Indayani & Budiyoni, 2018; ICW cited Kementerian Pendidikan dan Kebudayaan RI, 2011), the existence of social face consciousness (Zhao, et al., 2018) among state civil apparatus, and the inactivation of moral regulation among state civil apparatus or better known as moral disengagement (Zhao, et al., 2017).

Thus, based on this study results, corrupt intention was more influenced by the supervisory system, accountability, and transparency of the organization. The second biggest factor influencing corrupt intention was the attitude of the surrounding people towards corruption. Internal factors, namely attitudes towards corruption also affected corrupt intention, but not significantly.

There are some limitations in this study. First, the research was not conducted on a real sample of corruption perpetrators. Second, the results of this study only state civil apparatus in four sub-districts, namely sub-districts A, B, C, and D.

## Conclusion

Based on the study results, it can be concluded that there was a significant positive relationship between the dark triad personality and corrupt intention among state civil apparatus working in the sub-district office in District X. The results of the correlation test between the total score of corrupt intention and each aspect of corrupt intention found a significant positive correlation in every aspect. If sorted based on the largest correlation coefficient, the order is: perceived behavior control, subjective norms, and attitude towards behavior. Based on the correlation test between corrupt intention and the dark triad personality aspect, it was also found that there was a correlation in every aspect. The largest correlation coefficient of dark triad personality is the narcissism aspect. This is different from the previous research conducted in China. Lastly, based on the regression test results, the role of the dark triad personality on corrupt intention was indirect, more considered as a predisposition variable. Meanwhile, the results of the standardized beta coefficient showed that the dark triad personality was significantly correlated with attitude towards behavior, subjective norms, and perceived behavior control. Thus, it can be concluded that the dark triad personality was not a direct predictor of intention but an indirect predictor through attitude toward behavior, subjective norms, and perceived behavior control.

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