

Violation of Integrity from the Perspective of Psychology, Organizational Context and Culture Values Orientation

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Abstract

The report on the crackdown on ICW corruption cases in 2019 explained that during 2019 there were 271 cases in Indonesia, as many as 29 (10.7%) cases occurred at the national level and 242 (89.3%) occurred in various regions in Indonesia. These data indicate the existence of integrity violations committed by public officials. The purpose of the literature review is to explore the psychological, organizational, and cultural factors of society that affect integrity violations. Research methods are systematic reviews. The results of the literature review: First, individual characteristics that drive integrity violations include basic human values/personal value, low religiosity, perceived risk of being caught at the time of the transaction; low moral judgment, low moral integrity, high external motivation, high power motivation, high wealth authority, high affiliation motivation, high machiavellianism; high love of money, high extrovert, high self monitoring, high luxurious lifestyle and high hedonic lifestyle, low moral emotion, low self esteem, low happiness. Second, organizational factors are self orientation organizational climate, low organizational transparency, bureaucratic politicization, low model of leader behavior, organizational culture, low control system or supervision. Third, high power distance; high collectivity; high masculine; low avoiding uncertainty; abuse of quanxi culture.

Keywords: Violation of Integrity, Psychology, Organizational Context, Culture Values Orientation.

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Introduction

The Corruption Case Enforcement Report of 2019 ICW explained that during 2019 there were 271 cases in Indonesia, 29 (10.7%) cases occurred at the national level and 242 (89.3%) occurred in various regions in Indonesia. There were 95 cases of corruption in the district; 48 cases in the village, 23 cases in the city government and 16 cases occurred in the provincial government. West

Java and East Java ranks 1st and 2nd in the highest number of corruption cases. Corruption in West Java is 21 cases and East Java is 19 cases.

Corruption perpetrators from various groups including the State Civil Apparatus (ASN), the regent/deputy regent; mayor/deputy mayor, village head and village apparatus, Chairpersons and members of DPR/DPRD, BUMN/BUMD Director/Staff, Prosecutors, School Principals, Private Parties, Community Group Chair / Staff. There are 12 types of corruption, 5 modes at the most the bribery was 51 cases, 41 cases were marked up, 39 cases were misused, 35 cases were embezzled and 30 cases were misused. Based on these data corruption occurs in many local governments and involves public officials who become leaders in the institutions / institutions they lead.

Sihotang, G.A., et al (2017) explain that public officials have discretionary power. Discretion is an authority given to public officials to act on their own initiative in carrying out actions that are not regulated by statutory regulations. Conditions like that make positions prone to be diverted, because along with carrying out policies for the public, there is easily the intention to attract personal or group benefits.

Corruption cases committed by public officials are a form of integrity violation. Molina (2016) defines integrity violations as actions taken by members of an organization that have the effect of damaging their integrity. This violation may occur in the form of criminal behavior, but it can also include other actions, not necessarily illegal, but it is not consistent with the goals and values of the organization.

While Hubert (2014) defines integrity violations as behavior that violates relevant moral values and norms. Hubert (2014) explains that between integrity behavior and integrity violation behavior is a continuum. Integrity consists of exemplary behavior and behavior that is in accordance with moral values and norms (acceptable) while violations of integrity include behavior that deviates from values and moral norms (unacceptable) and evil behavior, unacceptable moral values and norms (criminal).

Furthermore Hubert (2014) describes several forms of integrity violations which include: corruption in the form of bribery; corruption in the form of favoritism, (nepotism, cronyism,

protection); fraud and theft of resources; conflict between personal interests and public interests (accepting gifts/gratuities); conflict between personal interests and public interests (doing side activities outside the main task); improper use of authority; misuse and manipulation of information; indecent treatment/actions, including discrimination, intimidation and sexual violence; waste and abuse of organizational resources and abuse of time for personal gain.

The negative impact of corruption occurs in the political sector, government bureaucracy and the economic field. As Tanjung (2019) explained that the occurrence of corruption during elections and in legislative bodies reduces accountability and representation in policy making. Political corruption means government policies often benefit bribers, not paying attention to the interests of the people at large. Politicians make regulations that protect large companies, but harm small companies. "Pro-business" politicians expect the help of large companies to make a large contribution to their election campaigns. Corruption in the court system stops order and law enforcement; and corruption in public government results in an imbalance in community service. In the private sector, corruption increases trade costs because of illegal financing, the costs of negotiating with corrupt officials, and the risk of canceling agreements or due to investigations.

Research by Pelletier & Bligh (2008) in 76 participants from a Southern California government agency showed that violations of integrity committed by officials /top leaders had a psychological impact on subordinates. Participants in the study measured perceptions about the ethical climate of the organization and its attributes. The results show that the low organizational ethical climate is associated with a number of reasons, namely low moral reasoning, hypocrisy, nepotism, cronyism and ethical intervention.

Violation of integrity has a negative impact both in the life of the nation and state and in the context of the organization, so that efforts are needed to eradicate corruption as the Corruption Eradication Commission has carried out. The number of local government officials involved in corruption has increased in 2017 and 2018. This proves that the legal approach was not entirely effective in eradicating corruption.

Therefore, it is important to identify the determinant factors that encourage a person to commit an integrity violation. Several literature reviews have discussed the determinants of integrity violations,

namely Newburn (2015) which describes the types of corrupt behavior, constant and variable factors as well as the approach to eradicating corruption and increasing integrity in the police institution. Churchill, et.al. (2013) examined the economic, social and political impacts of corruption in several countries. Appolloni & Nshombo (2014) conducting a literature review found that economic, political, organizational and social factors are related to public procurement corruption in Africa. Liu (2012) conducted a literature review that mapped the determinants of corruption into 3 levels, namely macro including economic, political and cultural growth; meso includes a decentralized government system, fiscal and micro policies (including gender and position levels). Kendra Dupuy & Naset (2018) conducted a literature review to explain corrupt behavior from cognitive psychology.

Based on the literature review, it is known that the macro and meso levels are mostly studied as determinants of integrity violations, while from the micro factors seen from gender, position level and cognitive psychology are still limited. Individual behavior is a function of internal and external factors that interact with each other to determine individual behavior, including corrupt behavior or other forms of integrity violations. Individual psychological characteristics are internal factors while organizational characteristics and community culture are external factors that influence individual behavior. If the determinant factors are known then efforts can be made to anticipate the occurrence of integrity violations among public officials more integrated. Therefore, it is important to explore the determinant factors that encourage someone to violate the integrity of the psychological, organizational and culture values.

Method

The method used is a systematic review. Systematic review is a method for identifying, evaluating and interpreting all relevant research results related to certain research questions, specific topics, or phenomena of concern (Kitchenham,2004). Literature review is carried out following PRISMA guidelines, identifying a number of articles, filtered, assessed for eligibility, and included for research.

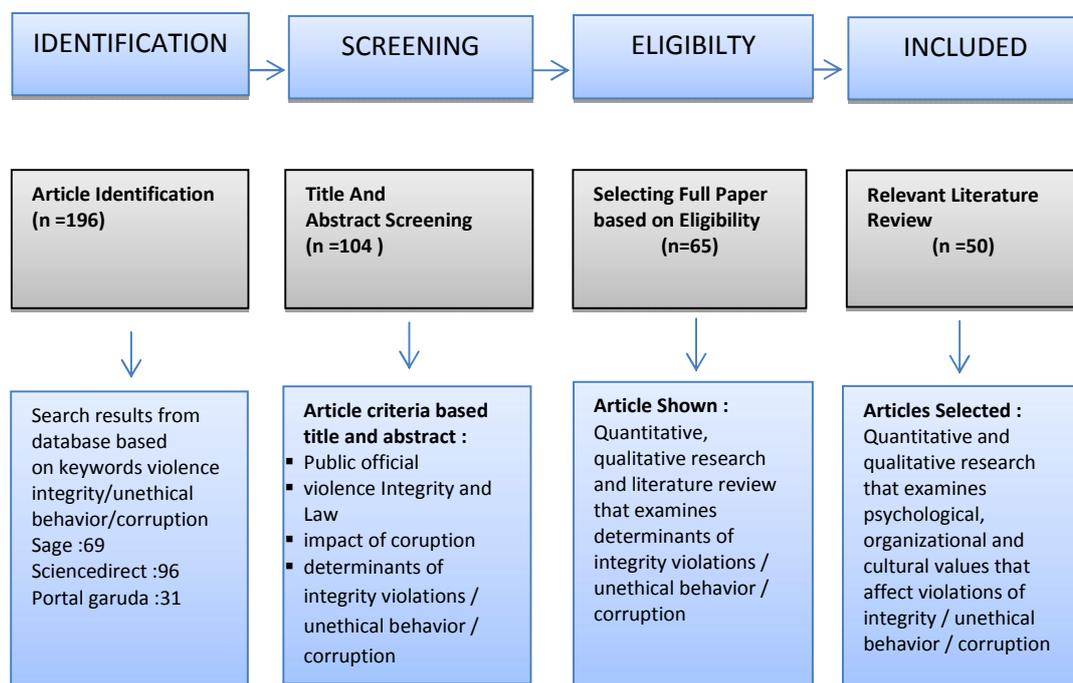


Figure I. Literature Search with the PRISMA Method (Moher, Liberati, Tetzlaff, & Altman, 2009).

Phase I: Identification

Search for articles on an online database. Searching for articles is done online with the keywords violations of integrity or unethical behavior or corruption, <https://www.sciencedirect.com>; on <https://www.journals.sagepub.com>, while searching on the Garuda portal <http://garuda.christekbrin.go.id>/conducted with the keywords "Integrity" and "Corruption" Search was conducted between June 2019 to May 2020. There were no restrictions on the year of publication of the journal. After searching on line, a total of 173 articles were found.

Stage II: Screening

Based on the title and abstract, the article is about public service integrity; organizational integrity; violence integrity and law and auditor Integrity were issued, so 173 articles were reduced to 135 articles.

Stage III: Eligibility

At the eligibility stage, 97 articles were issued, namely articles on quantitative, qualitative research and literature review that examines determinants of integrity violations/unethical behavior/corruption from the perspective of law, economics, sociology and other scientific disciplines.

Stage IV: Included

The final stage was selected 48 articles that met the criteria, namely articles on the Quantitative and qualitative research that examines determinants of integrity violations/ unethical behavior/corruption from the perspective psychological, organizational and cultural values.

Result

The search results found 24 articles about psychological factors that determine the occurrence of behavior that violates integrity, as shown in table 1. The forms of integrity violations studied vary from attitudes towards corruption, corruption intentions, corrupt behavior, fraud intentions, bribery intentions, non-negotiation. ethical, unethical behavior. Several psychological factors that tend to lead to integrity violations or unethical behavior include personal values, religious orientation, moral integrity, risk perception, moral judgments, love of money, personality, motivation, lifestyle, self-esteem, and moral emotions. Most of 11 of the 24 articles, the participants were students; there were six articles with manager or professional participants, two articles with politicians, three articles with police and civil servants, one article with corruptors and 1 in which psychologists were asked to rate the basic value of corruptors. Nine of the 24 studies were in Indonesia; four studies were in China, while other studies were conducted in Brail, India, Spain, Turkey, Nigeria and Africa.

Table I
Psychological Factors Affecting Integrity Violations

Writer's name	Antecedent Variable	Dependent Variabel	Participant	Result
Yuwanto, L. (2017)	Basic Human Values	Corruption	52 psychologist rated corruptor's Basic Human Values	Corruptor have low universal values and benevolence
Akhrani , L.A. (2019)	Religiosity	Attitude towards Corruption	125 politician politicians from various regions in Indonesia	R = 0.518, p<0.05 R ² = 0.268 F =45,112 P=0,000
Supratman, et.al. (2017)	Hedonic values, achievement values and conformity values.	Corruption	3 corruptor in Indonesia	Corruptor have Hedonic values, achievement values and conformity values.
Suar, D., & Khuntia, R. (2010)	Personal Values	Unethical work practices and behavior.	340 middle-level managers from the private and public manufacturing industries from Orissa and Jharkhand states in eastern India.	Regression weights : Standardized=-0.37 Unstandardized =-0.45, p= 0,001
Julián & Bonavian (2020)	Risk perception moral judgments	Corruption Intentions	3,475 undergraduate, postgraduate and PhD students at a state university in Spayol	favoritism(t=-9.22); bribery(t=-8.28); fraud (t=-7.52); embezzlement (t = - 9.50). favoritism(t=50.71); bribery(t=50.39); fraud(t=59.07); embezzlement (t= 62.93).
Abraham, J. & Pea, A.G. (2018)	Guilt and shame as independent variable and moral judgment as mediator	Corruption intentions	100 public officials who held leadership positions in Central Sulawesi, Indonesia	The indirect effects of Guilt-NBE (B ¹ / ₄ 0.03, p < .05) and Shame-NSE (B ¹ / ₄ 0.02,p<0.05)on corruption behavior via ethical judgment were detected. Moral judgment affect on corruption intentions (B ¹ / ₄ 0.14, p <.01).
Utami, I., et.al (2019)	<ul style="list-style-type: none"> ▪ Low and High Pressure (a) ▪ Low and High Opportunity (b) ▪ Low and High Rationalization (c) ▪ Low and High Capability(d) ▪ Low and High Machiavellianis 	Fraud intention	295 female and 124 male student from s from various Indonesian universities	(a) (F = 14.616; p < 0.05) (b) (F = 4.549; p < 0.05) (c) (F = 0.730; p < 0.05). (d) (F= 0.464; p < 0.05). (e) (F= 0.545, p < 0.05)

	m (e)			
Zhao,H.et.al. (2016)	Machiavellianism (a), Narcissism (b) and Psychopaths (c) as independen variabel and belief in luck in seek profits as mediator	Bribery intention	395 Chinese adults (231 female and 164 male)	Indirect affect (a)($\beta = 0.06$, SE = 0.02, 95% CI [0.03, 0.10]) (b) ($\beta = 0.09$, SE = 0.02, 95% CI [0.05,0.14]) (c)($\beta = 0.04$, SE = 0.02, 95% CI [0.01, 0.08]).
Tang and Chen (2008)	Love of money (a) Machiavellianism (b)	Unethical Behavior	female and male business students.	Female (a)($r=0.12$; $p=0,05$) Male (a) ($r =0.11$; $p=0,05$) Female(b)($r= 0,16$; $p=0,05$) Male (b)($r =0.38$; $p=0,01$)
Ping Tang, T.L & Liu, H. (2012)	Love of money as independen variable and superior integr (ASPIRE) as moderator Self-esteem, Religiosity, Machiavellianism as	Unethical Behavior	266 part-time employees who were also business students the Department of Management and Marketing in the College of Business	$R^2=0,111$; $p=0,000$ $R^2=0,158$; $p=0,05$
Pekdemir, I.M & Turan,A. (2015).	Love of Money (a) Machiavellianism(b)	Unethical Behavior	360 MBA students in a public University located in Istanbul	$R^2=0.110$; $F =22.982$; $p =0.000$ (a)($\beta =0.168$; $t= 3.255$; $p= 0.00$ (b)($\beta = 0.255$; $t= 4.238$; $p=0.000$)
Agbo, AA., et.al. (2015)	<ul style="list-style-type: none"> ▪ External Motivation (a) ▪ Internal Motivation(b) ▪ Extroverted Personality(c) ▪ Conscientiousn (d) 	The Tendency For Corruption	474 students at the University of Nigeria	(a) ($t = 8.61$; $p <0.01$) (b) ($t = -2.57$; $p <0.01$) (c) ($t = 4.01$; $p <0.01$) (d) ($t =-2.38$; $p <0.01$)
Barnar, A., et al. (2008) (Qualitative Research)	The need for survival, the need to win, the need for power, authority and status, and the need for wealth to drive selfish,	Violate Integrity.	6 CEO in Africa	power, authority and status, and the need for wealth to drive selfish, so that they tend to violate integrity
Nihayah, Z.,et al. (2015)	<ul style="list-style-type: none"> ▪ Religious orientation (a) ▪ Moral Integrity (b) ▪ Hexaco personality (c) 	Anti-Corruption Behavior	203 employees from various department in Ministry of	(a) ($R= -0.17$, $t= 2.23$), (b) ($R=0.58$, $t= 6.79$) (c) ($R=0,1$ $t=1$) (d) ($R=0.04$, $t=0,58$)

	<ul style="list-style-type: none"> ▪ Organizational Climate (d) 		Religious Affairs.	
Putri, D.A. and Nihayah, Z. (2017)	<ul style="list-style-type: none"> ▪ Moral Integrity: Consistent (a) ▪ Luxury Lifestyle (b) ▪ Organizational Culture : The Mission of Organization (c) 	Anti-Corruption Tendencies	54 police and 97 PNS in Indonesia	(a)(= 0,244,p=0,007) (b)(= -0.376; p = 0.000) (c) (=0,329,p=0,002)
Yuniar Dwi Sartika, YD & Hudaniah (2018)	Hedonic Lifestyle	Intention of Corruption	135 student as administrators of intra-institutional	r=0.385; p<0.05
Cohen, et al. (2009)	Empaty	Unethical Negotiation Tactics	379 students in introductory psychology courses at the University of North Carolina	Negatif Correlation
Borlea, S.N., et.al (2019)	<ul style="list-style-type: none"> ▪ Religiosity ▪ Happiness 	Corruption Perception Index 2014	76 country 129 country	Adjusted: R ² =0,52 F=26,612; p =0.000 R ² =0,315; F=60,197; p =0.000
Liang, Y. (2016)	Self Esteem	Corruption	462 participants from two universities in China	r = 0.181, p <0.001 b = 0.182,SE = 0.056, t = 4.127, p < 0.001
Cohen, et al. (2011)	Guilt	<ul style="list-style-type: none"> ▪ unethical business decisions (a) ▪ workplace crime (b) ▪ crime (c) 	862 adults	(a)(r=-0.44;p < 0.05) (b)(r = -0.24, p <0.01) (c)(r=0.28, p <0.01).
Bon,A.C., et. al. (2017)	Self-monitoring	Unethical Intention: <ul style="list-style-type: none"> ▪ Competitor (a) ▪ Bribery (b) 	129 profesional in Brazil	(a)(r=0,18; p<0,05) (b)(r=0,28; p<0,001)
Salama, N. (2014) (Qualitative Research)	solidarity with his friends	corruption, to get money and jobs.	Politician	solidarity with his friends caused corruption, to get money and jobs.

Cohen, et al. (2009)	Empathy	Unethical negotiation tactics: ▪ attacking opponents network (a) ▪ false promises (b) ▪ incorrect explanation (c) ▪ inappropriate information (d) ▪ manipulation of positive emotions (f) ▪ manipulation of negative emotions (g)	379 psychology students at the University of North Carolina	(a) ($r = -0.30$; $p < 0.05$) (b) ($r = -0.25$; $p < 0.05$) (c) ($r = -0.27$; $p < 0.05$) (d) ($r = -0.27$; $p < 0.05$) (f) ($r = -0.14$; $p < 0.05$) (g) ($r = -0.15$; $p < 0.05$)
	Guilt	Unethical negotiation tactics: ▪ false promises (a) ▪ misrepresentations (b)	172 MBA students at the Northwestern University	(a) ($r = -0.29$; $p < 0.05$) (b) ($r = -0.17$; $p < 0.05$)
	Shame	Unethical negotiation tactics: ▪ false promises (a) ▪ misrepresentations (b)	172 MBA students at the Northwestern University	(a) ($r = -0.18$; $p < 0.05$) (b) ($r = -0.20$; $p < 0.05$) (a) ($r = -0.18$; $p < 0.05$) (b) ($r = -0.20$; $p < 0.05$)
Hart, C.L. (2019)	Self-esteem Openness Conscientiousness Extraversion Agreeableness Neuroticism Self-esteem	Lie type : ▪ Self-serving (a) ▪ Altruistic (b) ▪ Vindictive (c) ▪ Self-serving (a) ▪ Altruistic (b)	352 students in an undergraduate psychology	(a) $R^2=0.23$; $F=17.01$; $p<0,001$ (b) $R^2=0.06$; $F=3.32$; $p<0,01$ (c) $R^2=0,11$; $F=6.86$; $p<0,001$ (a) $r = -0,35$; $p<0,001$ (b) $r = -0,24$; $p<0,001$

In table 2, there are 13 articles that describe organizational factors that lead to integrity violations. Organizational climate is an organizational factor that has been more widely studied for its effects on integrity violations. There are 4 articles that examine the impact of organizational culture and 2 articles that examine the impact of leadership on behavior that violates integrity. The rest examines

other organizational factors such as human resource management, transparency, monitoring systems and others. Research is conducted in a variety of organizational settings including police institutions, health institutions, public organizations, state-owned enterprises, private companies.

Table 2
Organizational Factors Affecting Integrity Violations

Writer's name	Antecedent Variable	Dependent Variabel	Participant	Result
Molina (2016) (Case Study)	Integrity risks : <ul style="list-style-type: none"> ▪ tolerance of unethical ▪ feel treated unfairly ▪ large and complex organizations ▪ role conflict ▪ unrealistic performance pressures and targets 	Vulnerability to integrity violations	Four large healthcare systems are examined: Cleveland Clinic; Mayo Clinic; Veterans Health Administrative	Integrity risks consist of conditions and behaviors that increase an organization's vulnerability to integrity violations.
Kaptein,M. (2003)	Organizational Ethical Climate : <ul style="list-style-type: none"> - Low Clarity - Low Transparency - Low Consistency - Low Supportivity - Low Sanctionability - Low Discussibility - Low Achievability 	Vulnerability to integrity violations	1000 worker in Ducth organization namely business, non profit and public	Low Organizational Ethical Climate caused integrity violations
Peterson, D.K.(2002)	Organizational Ethical Climate : Self Orientation	Unethical behavior: <ul style="list-style-type: none"> ▪ Exaggerate benefits ▪ Calling in sick ▪ Stealing ▪ Give gifts/favors ▪ Lying ▪ Falsify reports ▪ Not report others ▪ Pad expense account 	202 of alumni who graduated with an undergraduate degree from the college of business between the years 1983 and 1995 and living in the United States	R = 0.310 ; p=0,01 R = 0.396 ; p=0,01 R = 0.151 ; p=0,01 R = 0.301 ; p=0,01 R = 0.174 ; p=0,01 R = 0.369 ; p=0,01 R = 0.519 ; p=0,01 R = 0.451 : p=0,01

Huberts, Kaptein A & Lasthuizen (2007)	Aspects of leadership : ▪ role models (X1) ▪ assertiveness (X2) ▪ openness (X3)	Integrity Violation : ▪ Nepotisme within the organization (Y1) ▪ Gossiping (Y2)	2,130 regular police officers.	$R^2=0,188$ $p=0,05$ $X1$ $Y1$ ($=0,283$; $p=0,05$) $X2$ $Y1$ ($=0,081$; $p=0,05$) $X3$ $Y1$ ($=0,164$; $p=0,05$) $R^2=0,115$ $p=0,05$ $X1$ $Y2$ ($=0,26$; $p=0,05$) $X2$ $Y2$ ($=0,13$; $p=0,05$) $X3$ $Y2$ (Exclude)
Jonesa I.E. & Lasthuizenb, K. (2018)	Ethical leadership Unit Complains	Integrity violations: ▪ Type I Bribery ▪ Type 2a Favoritism by superiors ▪ Type 4 Gratification ▪ Type I bribery ▪ Type 3a Fraud: private use of organisational resources ▪ Type 8b Waste and abuse of resources: laziness	Employees of PT.PLN at the organisation's headquarters in Jakarta and from 13 regional offices	($= - 0.14$, $p<0,05$) ($= -0.15$, $p<0,05$) ($= -0.15$, $p<0,05$) ($= - 0.25$, $p<0,05$) ($= - 0.28$, $p<0,05$) ($= - 0.26$, $p<0,05$)
Arnaud,A. & Schminke ,M.(2012)	Self-Focused Climates (a) Self-Focus Climate and high collective efficacy as moderator (b)	Ethical Behavior	604 Employer From 103 Organization	(a)($=-0.27$; $p=0.01$) (b)($=-0.21$; $p=0.05$)
Gorsira,M.et al.(2018)	Independent Variabel: Egoistic-Organisational Climate (a) Mediator Variabel: ▪ Personal norms (b_1) ▪ Social norms (b_2) ▪ Possibilities to engage in corruption (b_3) ▪ Possibilities to refrain in corruption (b_4) ▪ Costs of corruption (b_5) ▪ Benefits of corruption(b_6)	Corruption (c)	234 public officials and 289 business employees	(r $axb_1xc= 0.047$, $p=0.05$) (r $axb_2xc=0.207$, $p=0.05$) (r $axb_3xc=0.176$, $p=0.05$) (r $axb_4xc=0.019$, $p=0.05$) (r $axb_5xc=0.138$, $p=0.05$) (r $axb_6xc=0.181$, $p=0.05$)

Zarghamifard, M. & Fard, H.D. (2019) (Qualitative Reseach)	Machiavellianism Politicization of the Bureaucracy	Lower integrity	30 public official in Irak	Proposition : Machiavellianism and Politicization of the Bureaucracy have negative correlation with lower integrity
Grobler, A. (2011)	Poor of Supervision, sense of coherence, a low internal locus of control and high external locus of control Negative interpersonal climate, lack of organisational support, poor supervision, a negative perception of the task characteristics and a low external locus of control Poor of Supervision, negative perception of the task characteristics, sense of coherence, and a low internal locus of control and a high external locus	Integrity-limiting orientation(a) Limited organisational/managerial integrity(b) Low moral conscientiousness and accountability(c)	1776 police from 14 presidential police stations in Africa	(a)(R ² =0,22;f=0,29 > 0.10) (b)(R ² =0,34 and f=0,51 > 0.10) (c)(R ² =0,22; f=0,28 > 0.10)
Campbell and Göritz. (2013) (a Content Analysis)	Important Value is security Important Norms is punishment for deviant behavior	A Corrupt Organization	14 independent experts about their experiences with corrupt organizations	Security is Important value and punishment for deviant behavior is important norm in the A Corrupt Organization
Fath & Kay (2014)	Organizational Structure (x) as independen variabel and competitive climate perceptions (Z) as mediator	Perception of Corruption (Y)	1896 participant	X Z(r=0.34;p<0.5), Z Y(r=0.406;p<0.01) X Y(r=0,2 p=0,06)
Permana, et al (2017)	▪ Appropriateness of Compensation (X1) ▪ Effectiveness of Internal Control System (X2)	Fraud	105 respondents at BPKP Jakarta	R ² =0.195; F= 8.164; p= 0.000 (X1)(=0.215 ; p= 0.021)

	<ul style="list-style-type: none"> ▪ Organizational Ethical Culture (X3) 		Representative Office.	(X2) (= -0.544; p=0.000) (X3) (= -0.012; p=0.910)
Domoro & Agil(2012)	Dimention of Organizational Culture : <ul style="list-style-type: none"> ▪ Dominant Characteristics (X1) ▪ Organizational Leadership (X2) ▪ Management Of Employees (X3) ▪ Organization Glue(X4) ▪ Strategic Emphasis (X5) ▪ Criteria of Success(X6) 	Police corruption	348 Libyan police members	R=-0.117; p= p<0.05 R ² = 0.039 (4%) 1= -0.057; t = -1.645, 2= 0.041, t = 1.215 3= -0.026, t = -0.886 4= -0.017, t= -0.598 5= -0.015, t= -0.536 6= -0.018, t= -0.451

There were 13 articles that examined the influence of people's cultural values on corruption as shown in table 3. There were 11 articles that described the influence of Hofstede's cultural values on corruption behavior and the corruption perception index of a country. Hofstede's cultural dimensions include Power Distance, Individualist, Masculine, Uncertainty Avoidance, Long-Term Orientation, Indulgence. Two articles describe the culture in Nigeria and the Guanxi Culture in China that encourage corrupt behavior in both countries.

Table 3
Community Cultural Factors Affecting Integrity Violations

Writer's Name	Antecedent Variable	Dependent Variabel	Participant	Result
Seleim, A & Bontis, N. (2009)	Cultural practice	Corruption Perception Index	18.000 respondents	R ² = 0.717; F =14.102; p = 0.001.
McLaughlin, E. (2013)	Masculinity Index (a) Power Distance Index (b)	Corruption Perception Index	African and Scandinavian Countries	(r = 0.5335; p <5%) (r = 0.6604; p <5%)
Akanji, B. (2017) (Qualitative Research)	National Culture : Social norms, traditions, values, and personal orientation	Reality of Corruption	40 Nigerian	Corruption in Nigeria more influenced by cultural factors than political
YIN, Xiangru (2017) (Qualitative)	Guanxi Culture in China	Corruption	Government Officials in China.	The abuse of Guanxi culture leads to acts of corruption.

Research)				
Pourghafari, S.R. & Gholizadeh, A. (2014)	Uncertainty Avoidance Distance of Power	Perception of administrative corruption	4435 employees of the Municipality of Ahvaz	$r = -0.569; p = 0,000$ $r = 0.045; p = 0.260$
Zheng, X, et al. (2013)	Collectivist Culture Individualist Culture	Loan Corruption	3835 companies in 38 countries	Company in collectivist exhibited higher levels of loan corruption than companies in individualist countries.
Sims, R.L., et al. (2012)	<ul style="list-style-type: none"> ▪ Human development × power distance ▪ Human development × individualism ▪ Human development × masculinity ▪ Human development × uncertainty avoidance 	Corruption Perception Index (CPI)	68 countries located on 6 continents	$=0,17, p < 0,05$ $= -0,59, p < 0,05$ $= -0,22, p = 0,71$ $= 0,02, p = 0,81$
Borlea, S.N., et.al. (2019)	<ul style="list-style-type: none"> ▪ Power Distance(X1) ▪ Individualist(X2) ▪ Long Time Orientation(X3) ▪ Indulgence (X4) (the data provided by Hofstede Centre 2017)	Ranking of Corruption (the data provided by Transparency International 2015)	77 countries	$R^2 = 0.792; p = 0.005$ $R^2 = -0.551; p = 0.026$ $R^3 = -0.655; p = 0.001$ $R^4 = -0.046; p = 0.039$
Soeharto, I. & Nugroho (2017)	Distance of power(X1) Masculine (X2)	Corruption Perseption Index (CPI)	67 countries	$R = 0.6555, p < 0.05$ $R^2 = 0.4292; p < 0.05$ $R = 0.1855; p < 0.05$ $R^2 = 0.0344; p > 0.05$
Achim, M.V.(2016)	<ul style="list-style-type: none"> ▪ Power Distance (X1) ▪ Individualist (X2) ▪ Masculine(X3) ▪ Uncertainty Avoidance(X4) ▪ Long-Term Orientation (X5) ▪ Indulgence (X6) (the data provided by Hofstede Centre 2015)	Corruption Perseption Index (CPI) (the data provided by Transparency International 2015)	N1, N2, N3, N4 = 98 countries; N5= 84 N6= 77	Adjusted : $R^1 = 0.335; F = 50.38; p = 0.000$ $R^2 = 0.370; F = 58.50; p = 0.000$ $R^3 = 0.016; F = 2.62; p = 0.000$ $R^4 = -0.008; F = 0.224 ; p = 0.637$ $R^5 = 0.108; F = 11.147; p = 0.001$ $R^6 = 0.015; F = 2.136; p = 0.148$

Lanier,C.& Kirchner, M.(2018)	<ul style="list-style-type: none"> ▪ Power Distance (X1) ▪ Individualist (X2) ▪ Long-Term Orientation (X3) ▪ Indulgence (X4) 	Corruption Perseption Index (CPI) (based on the data provided by Transparency International (2016)	N1,N2,N3, N4=63 countries	$R1^2= 0.435; p=0,0001$ $R2^2= 0.432; p=0,0001$ $R3^2=0.056; p=0.062$ $R4^2=0.044; p=0.100$ $(X3*X4)$ $R^2=0,316; p=0.0001$
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Discussion

Psychological Factors Affecting Integrity Violations Basic Human Value

Several studies have shown that a person's personal values influence the tendency to violate integrity. Corruption is a form of integrity violation. The research of Yuwanto (2017) show that there are five types of corruptors based on a review of basic human values: Type I: tradition value; Type II: tradition values, self direction and stimulation values; Type III: self direction, stimulation, achievement, and power values; Type IV: conformity and security values; Type V: hedonism and power values. The five types of corrupt profiles have in common namely low universal values and benevolence. The results of Yuwanto's research (2017) are supported by Supratman, et.al. (2017) who found that the factors causing corruption in defendants Adi Sucipto, Aminuddin and Muhammad Juhri Siregar in the perspective of criminal psychology, originated from within the perpetrators, namely the existence of greed and greed based on hedonic values, achievement values and conformity values. Suar, & Khuntia (2010) found that personal values in 340 middle-level managers from the private and public manufacturing industries in eastern India have negative effect on unethical behavior.

Religiosity

The research Borlea, et al (2019) proved that the higher the level of religiosity, the more high Corruption Perception Index 2014 in 76 country, this means that the level of corruption is lower. Akhrani, (2019) found religiosity as significantly predictor Indonesia attitude towards corruption in 125 politicians from various regions in. Nihayah, et al. (2015) found that the higher the religiosity orientation, the more away from corruption will be. Based on these three studies, it proves that religiosity is a determinant of anti-corruption attitudes.

Moral Integrity

Two studies show consistent results of the influence of moral integrity on anti-corruption attitudes. Nihayah, et al. (2015) showed that moral Integrity have significantly positive correlation with anti-Corruption in 203 employees from various department in Ministry of Religious Affairs. Meanwhile, Putri & Nihayah (2017) found that consistency as an aspect of moral integrity has a positive effect on anti-corruption tendencies in 54 police and 97 PNS in Indonesia.

Risk perception dan Opportunity

Risk perception is one's belief about the possibility of getting caught in a corrupt transaction. In a study by Julián & Bonavia (2020) of 3,475 undergraduate, postgraduate and PhD students at a state university in Spayol, one finding was that the higher the risk perception of being caught in a corrupt transaction, the lower the intention of corruption. Types of corruption intentions include favoritism ($t = -9.22$); bribery ($t = -8.28$); fraud ($t = -7.52$); and embezzlement ($t = -9.50$). Utami, et.al (2019) in 295 female and 124 male student from s from various Indonesian Universities found that there is a significant difference in fraud intention among the groups that perceived high and low opportunities.

Moral Judgment

Moral Judgment is the ability to think correctly about what needs to be done in a particular situation. Butler (2001) explained that one of the causes of leaders losing integrity is because of their low moral judgment ability. Someone who has low moral reasoning is less able to produce good moral judgment when someone faces a moral dilemma or conflict/conflict between values and priorities/interests that may conflict with moral values. This assessment allows humans to make decisions and judgments about what is right or what is wrong. Abraham, & Pea (2018) put moral judgment as a mediating variable between guilt and shame with the vulnerability of corruption. The lower the assessment of corruption as ethical behavior, the lower the vulnerability of corruption ($B = 0.14$, $p < .01$). The research by Julián & Bonavia (2020) also found that moral judgments can significantly predict corruption intentions. Types of corruption intentions include favoritism ($t = 50.71$); bribery ($t = 50.39$); fraud ($t = 59.07$), and embezzlement ($t = 62.93$).

Personality

Machiavellianism

Zarghamifard & Fard (2019) research found that personality machiavellianism is associated with low integrity. Machiavellianism is a personality characteristic that tends to be interested in getting more power; lack of consideration for others; influence others through power and manipulation. People with high machiavellianism tend to be aggressive and use cunning ways to achieve goals without regard to the feelings, rights, and needs of others. Tang & Chen (2008) show Machiavellianism a direct positive relationship of with unethical behavior in female and male business students. Pekdemir & Turan (2015) prove that Machiavellianism as prediktor unethical behavior. Utami, et.al (2019) show that there is a significant difference in fraud intention between subjects with high Machiavellianism (68.47) and low Machiavellianism (48.24).Machiavellianism proves that high machiavellianism as a personality factor influences fraud intentions. Zhao, et.al.(2016) found a relationship between Machiavellianism and bribery intention to be significantly mediated by the belief in luck in seeking profits (indirect $\beta = 0.06$, SE = 0.02, 95% CI [0.03, 0.10]); the relationship between narcissism and intention to offer a bribe is fully mediated by the belief in luck in seeking profits (indirect $\beta= 0.09$, SE = 0.02, 95% CI [0.05,0.14]) and trust in luck to seek the advantage of partially mediating the relationship between psychopaths and intention to give bribes (indirect $\beta = 0.04$, SE = 0.02, 95% CI [0.01, 0.08]).

Love of money

Love of money is defined as a person's attitude towards money both cognitive, affective and behavior; the meaning of money, aspirations of money (Easterlin, 2001). Tang & Chen (2008), show a direct positive relationship of love of money with unethical behavior in female and male business students. Ping Tang & Liu (2012) found that high love of money correlates with high intention unethical behavior if the perception of superior integrity (ASPIRE) is low, conversely high Love of money correlates with intention of unethical behavior. Pekdemir & Turan (2015) prove that love of money as prediktor unethical behavior.

Extrovert Personality

Research by Agbo, et.al. (2015) on 474 students at the University of Nigeria, Nsukka located in southeastern Nigeria proved the effect of extroverted personality on corruption tendencies

($t=4.01$; $p<0.01$) while conscientiousness showed prediction is inversely proportional to the tendency for corruption ($t = -2.38$; $p <0.01$).

Self Monitoring

Self Monitoring is a personality characteristic of someone who is able to manage their self presentation by adjusting actions according to the cues of the situation being faced. Simon (2002) explains that high self monitoring can be expected to appear diverse in cross-situations, thus allowing lower integrity of behavior. Bon, et. al. (2017) prove that self-monitoring have significantly positive correlation with unethical intention ei competitor and bribery on 129 profesional in Brazil.

Motivation

Motivation is an impetus or reason on which to base one's enthusiasm to do something to achieve certain goals. Motivation can also be defined as all things that cause encouragement or enthusiasm in a person to be able to do something. Some research results show that integrity violations are driven by certain motivations. Barnar, et al. (2008) in their findings show the need for survival, the need to win, the need for power, authority and status, and the need for wealth to drive selfish, selfishness so that they tend to violate integrity. Agbo, et.al. (2015) examined the effect of motivation on the tendency of corruption in 474 students at the University of Nigeria, the results showed that external motivation positively predicted the tendency for corruption ($t=8.61$; $p<0.01$) while motivation internal predicts inversely proportional to the tendency for corruption ($t = -2.57$; $p <0.01$). Salama, (2014) conducted a qualitative study, one of which revealed the motive for committing corruption, which is due to the factor of solidarity with his friends, the existence of a system that allows corruption, to get money and jobs.

Luxurious Lifestyle

Putri & Nihayah (2017) prove that there is a significant influence of luxury lifestyle ($\beta = -0.376$; $p = 0.000$) on the level of anti-corruption tendencies. The higher the luxury lifestyle, the lower the level of anti-corruption. Consistent with the research of Yuniar, et al(2018) on 135 administrators of intra-institutional aged 18-22 years found a positive correlation between the hedonic lifestyle with the intention of corruption ($r=0.385$; $p<0.05$). As much as 14.8% effective contribution of hedonic lifestyle to the intention of corruption. Based on the two studies it can be concluded that the luxurious and hedonic lifestyle can influence the intention of corruption.

Shame and Guilt

Greenbaum, et.al. (2019) defines emotional self-awareness as negative feelings towards oneself because someone has violated moral standards. There are two types of negative feelings namely shame and guilt. Shyness is an emotional experience that arises due to negative self-evaluation of one's morals while guilt is a negative emotional experience that is triggered by one's own experience of behavior that shows moral failure.

Cohen, et.al (2011) developed the Guilt and Shame Proneness Scale (GASP) to measure individual differences in a person's tendency to experience guilt and shame in various personal violations. GASP consists of 4 sub-tests, including: Guilt-NBE (Negative Behavior Evaluation): tendency to feel guilty for bad behavior that has been done; Guilt-REP (Repair): the tendency to make corrective responses to personal violations or failures; Shame-NSE (Negative Self-Evaluation): tendency to judge badly about oneself; and Shame-WIT (Withdrawal): tendency to hide or withdraw from the social / public environment.

Abraham & Pea (2018) conducted a study of 100 public officials holding leadership positions in Central Sulawesi, Indonesia proving the proposed hypothetical model suitable for empirical data (p for Close Match Test > 0.05 , RMSEA $< .05$, SRMR $< .08$, AGFI 0.90). The higher Guilt-NBE ($B \frac{1}{4} 0.18$; $p < .01$), Guilt-REP ($B \frac{1}{4} 0.22$, $p < .01$) and Shame-NSE ($B \frac{1}{4} 0.17$, $p < .01$), the lower the assessment of corruption as behavior ethical. The lower the assessment of corruption as ethical behavior, the lower the probability of corruption ($B \frac{1}{4} 0.14$; $p < .01$). The study shows the indirect effects of Guilt-NBE; Guilt-REP and Shame-NSE against corruption vulnerability.

Cohen, et al. (2009) research in 379 students: 140 men and 239 women in introductory psychology courses at the University of North Carolina proved that the higher the empathy, the lower the practice of unethical negotiation tactics including attacking opponents; network ($\beta = -0.30$; $p < 0.05$); false promises ($\beta = -0.25$; $p < 0.05$); incorrect explanation ($\beta = -0.27$; $p < 0.05$); inappropriate information ($\beta = -0.27$; $p < 0.05$); strategic manipulation of positive emotions ($\beta = -0.14$; $p < 0.05$); and strategic manipulation of negative emotions ($\beta = -0.15$; $p < 0.05$). While Cohen's second study (2009) in 172 MBA students: 133 men, 39 women who took a negotiation course at Northwestern University proved that the higher the empathy, the lower the unethical negotiation tactics covering the wrong

explanation ($\beta=-0.26; p<0.05$); inappropriate information ($\beta=-0.29; p<0.05$); strategic manipulation of positive emotions ($\beta=-0.24; p <0.05$) and strategic manipulation of negative emotions ($\beta = -0.18; p <0.05$). Other data indicate a higher sense of guilt resulting in lower practice Unethical negotiations, including false promises ($\beta=-0.29; <0.05$) and misrepresentations ($\beta = -0.17; p <0.05$) while the higher sense of shame affects the low negotiation tactics. ethical; includes false promises ($\beta = -0.18; p <0.05$) and misrepresentations ($\beta = -0.20; p <0.05$).

Second research by Cohen, et al, (2011) conducted in 862 adults, data managed by Northwestern School of Management at Kellogg University proved a significant negative relationship between guilt and unethical business decisions ($r=-0.44; p < 0.05$); workplace crime ($r = -0.24, p <0.01$); and crime ($0.28, p <0.01$). Third research by Cohen, et.al (2011) A study of 56 MBA students from negotiating classes at Northwestern found responsive (acting as buyers of 28 students) who had a high level of guilt (NBE) showed low unethical negotiation behavior ($r=-0.53, p=0.004$) and was considered more honest by the seller ($r = 0.43, p = 0.03$). Based on the results of the above studies, it can be concluded that guilt, shame and low empathy lead someone to tend to behave in violation of integrity or unethical behavior such as corruption, unethical negotiation behavior, crime at work and crime in general.

Low Happiness

One of the findings of Borlea, et.al (2019) proved a negative correlation between happiness and corruption ($r=-0.566, p<0.05$). 31% of the variants of corruption are determined by happiness. This means that the lower the happiness, the higher the tendency for corruption.

Low Self Esteem

Self-esteem refers to the overall self-evaluation of one's value. Hart (2019) prove that esteem and big five personality determined 24% of the variants of self-serving lie ; 6% of the variants of altruistic lie and 11% of the variants of vindictive lie. Hart (2019) show that Self-esteem have significantly negative impact toward self-serving lie and altruistic lie. Liang (2016) study 462 participants (265 women, 197 men) from two universities in China from several study programs covering biology, accounting, information technology, education and the arts. One of the research findings shows a significant negative relationship between self-esteem and the intention of

corruption ($r=-0.181, p<0.001$). Self-esteem significantly predicts intention for corruption intention ($b= 0.182, SE = 0.056, t = 4.127, p < 0.001$).

Organizational Factors Affecting Integrity Violations

Molina (2016) explains the existence of integrity risk factors as conditions and behavior in an organization that increases vulnerability to integrity violations. Several factors that contribute to the vulnerability of integrity violations include: tolerance of unethical actions can damage the ethical climate because it leads to the perception that the behavior is acceptable; employees who feel treated unfairly tend to lack ethical behavior; one easily loses responsibility for their actions and decisions in large and complex organizations; role conflict; unrealistic performance pressures and targets.

Kaptein's research results (2013) explains that there are situational and systemic factors that contribute to integrity violations, including:

- a. performance management: the way performance targets are managed in an organization also influences its vulnerability to integrity risks;
- b. transparency ensures that organizational members and stakeholders have a clear view of behavior and decision making in the organization, and it is very important to effectively manage organizational integrity risks;
- c. commitment: the extent to which organizational members commit to adhere to expected behavioral norms is another key risk factor for integrity;
- d. openness: openness is related to the extent to which people in an organization feel free to discuss ethical issues, violations, and moral conflicts
- e. rule/law enforcement: relating to the way norms of behavior that are expected to be respected, and integrity violations are punished

Simon (2002) states several propositions that emphasize organizational factors that can weaken the consistency between words and behavior (integrity of behavior) which includes: characteristics of work units / work that are required to satisfy many parties; there are partial changes from time to time; the application of technology that is not systematically integrated; organizational change (including policies and procedures that are less integrated).

Politicization of the Bureaucracy

Zarghamifard & Fard (2019) found that bureaucratic politicization can also encourage someone to violate integrity. The politicization of bureaucracy is a hidden relationship or network, the criteria in political promises and promotions; political pressure and partiality; personal desire to power, and the rotation of managers in various organizations.

Organizational Climate

Peterson (2002) found that self orientation climate were significantly positive correlated with some kinds of unethical behavior. Consistent with Arnaud & Schminke (2012) research in 604 workers from 103 organizations showed that Self-Focused Climates were negatively correlated with ethical behavior ($\beta=-0.27, p=0.01$). The study also proved that Self-Focus Climate is negatively correlated with ethical behavior ($\beta=-0.21, p=0.05$) if collective efficacy is high.

Research by Gorsira, M., et al. (2018) also proves that an egoistic organizational climate with chained motives contributes significantly to the vulnerability of corruption. Some of the motives include personal norms and social norms about corruption; possible involvement in corruption; the possibility to refrain from corruption; corruption costs and corruption benefits.

Research by Groble (2011) on 1776 police in Africa proved that 22% of the variance in the tendency of work behavior that deviates from the rules; treating others unfairly; using strength and position for one's own benefit is explained by lack of supervision, weak sense of coherence, low internal locus of control and high external locus of control ($R^2= 0.22$ and $f = 0.29 > 0.10$); 22% of the variance in moral awareness and low accountability was predicted by poor supervision, negative perceptions about task characteristics, poor coherence, and low internal locus of control and high external locus of control ($R^2=0.22$ and $f= 0,28 > 0.10$) and 34% of the variance in low organizational /managerial integrity predicted by negative interpersonal climate, lack of organizational support, poor supervision, negative perceptions about task characteristics and low external locus of control ($R^2=0,34$ and $f=0.51 > 0.10$). Based on the description it can be concluded that the climate of an organization which is self-oriented and the climate that is not good has an impact on the tendency of integrity violations.

Organizational Culture

Schein(1990) defined organizational culture is “a set of taken for granted assumptions divided as ‘artifacts’(visible organizational structures and processes), ‘values’ (strategies, goals and philosophies), and‘underlying assumptions’ (unconscious and taken for granted beliefs, habits of perception, thoughts and feelings. Domoro & Agil (2012) found that organizational culture has a significant effect on corruption of Libyan police, but the six dimensions of organizational culture do not contribute significantly on corruption. Putri & Nihayah (2017) showed that the mission is aspect of organization culture have positive impact toward anti-corruption tendencies($r=0,329,p=0,002$). Meanwhile Permana, et al (2017) show that the influence of organizational ethical culture has no significant effect on fraud 105 respondents at BPKP Jakarta Representative Office.

Campbell & Göritz. (2013) conducted a content analysis on interviews with 14 independent experts about their experiences with corrupt organizations from various corrupt organizations that reach various types of organizations which include the Government, foreign trade, pharmacy, sports, building industry. The results of the study found that corrupt organizations consider themselves to be fighting a war, which leads to their assumption that "the end justifies the" way ". This assumption inspires many organizational culture values and norms. An important value in a corrupt organization is "security", and an important norm is punishment for deviant behavior, not corrupt. Furthermore, managers and employees differ in their perceptions of organizational culture. Management supports values, such as success, results, and performance, and applies these values to their goal setting norms, while employees utilize rationalization strategies and support the values of security and team spirit.

Organizational Structure

Fath & Kay (2014) shows that organizational structure is correlated with competitive climate perceptions ($r=0.34;p<0.5$), while perceptions of competitive climate are correlated with perceptions of corruption($r=0.406;p<0.01$).So the organizational structure is indirectly related to the perception of corruption. What is meant by organizational structure is the vertical differentiation of people, or groups of people, in terms of access to specific dimensions, which are valued socially, such as strength, status, or information, and diagnoses hierarchy in terms of inequality along those dimensions.

Leader Role Model

Kaptein (2013) explains people are influenced by the behavior of others, especially those in supervisory/superior positions, modeling the role of expected behavioral norms through ethical leadership is very important. Research by Huberts, Kaptein & Lasthuizen (2007) in 2130 police proved 3 aspects of leadership including role models; assertiveness and openness reduce integrity violations. The strongest impact was on nepotism ($R^2=0,188;p=0,05$) and grossping ($R^2 =0,115; p=0,05$).

Jonesa & Lasthuizenb (2018) one of which shows that ethical leadership has an impact on reducing the frequency of all types of integrity violations. The strongest impact was on type 1 ($\beta=-0.14$) bribery, type 2a favoritism by superiors ($\beta=-0.15$), and type 4 gratification ($\beta=-0.15$). The better examples of leader behavior, the less bribery, favoritism and gratification. This explanation reinforces the role of the leader to limit integrity violations for subordinates.

Control System

Permana, et al (2017) prove effectiveness of internal control system partially the control system has a negative effect on fraud ($\beta=-0.544; p=0.000$), meaning that the lower the effectiveness of the internal control system, the more it is fraud. Jonesa & Lasthuizenb (2018) shows that complaints from other units are a form of control that also affects integrity violations, namely type 1 bribery ($\beta=-0.25,p<0,05$); type 3a fraud: private use of organisational resources ($\beta = - 0.28, p<0,05$) and type 8b waste and abuse of resources: laziness ($\beta = - 0.26, p<0,05$).

Normalization of corruption in a group of organizations

Manara (2016) explained that Corruption is an act that is considered to have been entrenched. This view causes corruption to be considered normal behavior. Reviewing psychological theories related to attitudes and behavior in groups, it is found that the process of normalization of corruption in a group of organizations. The process is cognitive dissonance, rationalization, moral disengagement and normalization (divergent norm).

Implementation of Government Regulations has the Potential to Encourage Fraud

The implementation of government policies through a regulation of the Minister of Health of the Republic of Indonesia has an impact on changes in payment for health services. The health service

provider institution that initially received payments directly from patients has changed to submitting claims for the cost of patient health services based on the Indonesian Case-Based Group (INA-CBG) to the Social Security Administering Body (BPJS).

Qualitative research Khoiri, et.al (2020a) on officers serving administrative and medical affairs patients and hospital management indicated that informants knew about the possibility of fraud in hospitals as a result of changes in the payment system for health services. The participants disagreed with the definition of fraud contained in government regulations. The informant seeks justification that the act of cheating/fraud can occur because he is trapped in a bad situation. Informants are also aware of the risk of fraud, namely in the form of criminal sanctions. Because of this, informants felt uncomfortable while on the move often associated with potential hospital fraud. The informants considered that increasing the code with a larger payment (upcoding) was not a fraud but an effort to rationalize costs to meet medical needs. The results of the interviews also found that since the implementation of the INA-CBG policy the workload of serving outpatients and inpatients is getting heavier in line with wider community access to obtain health services, but on the other hand the benefits received by medical personnel are not proportional to the workload. This condition causes medical personnel and paramedics to feel dissatisfied.

Khoiri, et al (2020b) conducted further research on 110 general practitioners and specialist doctors in 12 hospitals in East Java. The results of the study proved that the disposition of the executor towards changes in the hospital payment system had a significant effect on financial pressure and fraudulent intentions ($B=-0.332$; $p=0.001$). Implementing disposition is the willingness or tendency of policy actors to implement and realize policies seriously/seriously. Financial pressure is measured in four dimensions, namely: personal financial needs, external pressure, financial stability, and financial targets.

Community Cultural Factors Affecting Integrity Violations

Culture is a set of beliefs and values about what is desired and undesirable in society, and a set of formal and informal practices to support these values (Javidan & House, 2001). Belief is people's perception of how things happen in their country (House, et al.,2002) and they are practices reported in special cultures (House, et al., 2002). Values are people's aspirations about how to do things; they are the reported practice of choice (House, et al.,2002).

Seleim & Bontis (2009) conducted a study of 18,000 respondents to prove the relationship between cultures and the corruption perception index. A high corruption perception index score of close to 10 means a low level of corruption in contrast if a low score of close to 0 means a high level of corruption. There are 9 cultural dimensions namely avoiding uncertainty, future orientation, collective institutional, human orientation, performance orientation, individual collective, social distance, gender egalitarian, assertiveness, each dimension is distinguished between cultural values and cultural practices. Some cultural practices that are positively correlated with the corruption perception index include: avoiding uncertainty ($r=0.680$; $p<1\%$); future orientation ($r=0.553$; $p<1\%$); collective institution ($r=-0.257$; $p<5\%$); performance orientation ($r=0.337$; $p <1\%$); gender analysis ($r = 0.101$; $p <5\%$). A significant positive correlation means that the higher the score for cultural practice, the higher the corruption perception index score, meaning that the level of corruption is low. Some cultural practices that are negatively correlated with the corruption perception index include: human orientation ($r=-0.283$; $p<5\%$); collective individual orientation ($r= -0,730$; $p <1\%$); power distance ($r=-0.411$; $p<1\%$); and assertiveness ($r=-0.74$; $p<5\%$). Significant negative correlation means the higher the score of cultural practice, the lower the perception index of corruption, meaning that the level of corruption is high. The results also showed corruption as a function of cultural values with a value of $R^2 = 0.658$; $F = 10.695$ $p = 0.001$ while corruption as a function of cultural practice with a value of $R^2 = 0.717$; $F = 14.102$; $p = 0.001$.

McLaughlin (2013) examines Scandinavian culture representing the richest countries that have a high feminine culture index and a low power distance index and African culture represents poor countries that have a masculine culture index and a high power distance. Masculine culture according to Hofstede is the values of a nation that has very strict and competitive characteristics. In masculine culture, emphasizing achievement and success as dominant values. McLaughlin (2013) showed a significant positive correlation between the index of masculinity with the index of corruption perception ($r = 0.5335$; $p <5\%$). If there is a 10% increase in the masculinity index, there will also be a 7% increase in the corruption index. This shows that an increase in the index of masculinity affects the index of perception of corruption. Hofstede's power distance culture illustrates the inequality between members in a group/society and those who have power. McLaughlin, E. (2013) showed a significant positive correlation between the power distance index and the corruption perception index ($r=0.6604$; $p <5\%$). If there is a 10% increase in the masculinity

index there will also be an 8% increase in the corruption index. This shows that the increase in the power distance index affects the perception index of corruption.

Akanji (2017) investigates the relationship between national culture and the reality of corruption in Nigeria. Qualitative design is used as a framework to explore the views of 40 Nigerians about national culture that include social norms, traditions, values, and personal orientation interplay with the magnitude of corruption in Nigeria. These findings provide empirical support that culture avoids uncertainty, distance power and collectivism practices which affect the level of corruption which adversely affects the country's economic development and human development. The findings reveal that corruption in Nigeria more influenced by cultural factors than political.

Yin & Xiangru (2017) analyzes the role of Guanxi culture in China against corrupt actions by government officials in China. Guanxi is a culture in China that is a basic element in the structure of Chinese society. Guanxi is a culture that promotes good interpersonal relationships. For the Chinese people, guanxi is a renqing (relief) system, so it raises obligations and debts but there is no time limit for payments. The Chinese always try to return any renqing (help) and expect others to do the same when assistance is given (Zinzius, 183). Therefore, one can see Renqing as a currency exchange for guanxi return. The more renqing accumulates, the more likely the other party to reply when asked later. Therefore, renqing (help) can be seen as a measure of how strong guanxi is between two parties. The conclusion from the analysis shows that the abuse of Guanxi culture leads to acts of corruption. Forms of Guanxi misuse practices include giving individuals money, services or valuable gifts as a way to maintain their guanxi network, which often leads to corruption. This must be stopped and instead, a good guanxi relationship must be maintained based on the trust, loyalty, mutual warmth, and respect that is the true essence of Guanxi.

Research by Pourghafari & Gholizadeh (2014) among the employees of the Municipality of Ahvaz, 2,756 were in the center of the Municipality of Ahvaz and 1,679 employees in the area. The results showed that the higher the score of uncertainty avoidance culture, the lower the perception of administrative corruption ($r = -0.569$, $p = 0,000$) while the distance of power to the perception of corruption had no significant relationship ($r = 0.045$; $p = 0.260 > 0.05$).

The results of research by Sims, et al. (2012) in 68 countries located on 6 continents, showed: first, an increase in human development would be more effective in reducing corruption if the distance of power was low ($\beta = 0,17$, $p < 0,05$). Secondly, an increase in human development would be more effective in reducing corruption if high individualism ($\beta = -0,59$; $p < 0,05$). Third, the cultural dimension of avoiding uncertainty and masculine does not have a moderating effect between increasing human development and decreasing corruption. Research by Zheng, X, et.al. (2013) in 3835 companies in 38 countries, strong evidence was found that companies domiciled in countries with a collectivist culture exhibited higher levels of loan corruption than companies domiciled in individualist countries. In a country with high collectivist culture it leads to higher loan corruption through the influence of interactions between bank officers and bank customers and on the dynamics of relations among bank partners.

Research by Soeharto & Nugroho (2017) based on 67 countries proved a positive correlation between the distance of power and the CPI index ($0,6555$, $p < 0,05$) and had a significant influence on the increase in index corruption ($R^2 = 0,4292$; $p < 5\%$). Masculine culture is positively correlated with corruption ($r = 0,1855$; $p < 5\%$) but high masculine culture does not significantly influence corruption ($R^2 = 0,0344$; $p > 5\%$). The results also showed that Indonesian CPI was above average, the power distance was high and the masculine was moderate compared to other countries. The CPI index is calculated from the average Corruption Perception Index (CPI) starting in 2012-2016. The CPI index has a score of 0-100, which means the closer it gets to 100, the lower the corruption and vice versa. This index is converted to a value of 0-10, which means that the closer it is to 10, the higher the corruption.

Research by Borlea, et al. (2019) in 77 countries showed that Hofstede's cultural dimension influenced the ranking of corruption in that country ($R^2 = 0,52$; $p < 0,05$). Corruption ratings ranging from 1 to 175 getting closer to 175 means that the level of corruption is higher. The dimension of power distance ($R^2 = 0,7$; $p = 0,005$) has a significant effect on improving the ranking of corruption while the dimensions of individuality ($R^2 = -0,551$; $p = 0,026$) and long-term time orientation ($R^2 = -0,655$; $p = 0,001$) has a significant effect in reducing corruption ratings.

Research by Achim (2016) found power distance, individualist, masculine and long-term orientation as significantly predictor Corruption Perception Index (CPI) while uncertainty avoidance and

indulgence were not predictors of CPI. Kirchner (2018) proved that power distance and individualist significantly positive impact toward level of Corruption Perception Index (CPI). Long-term orientation and pleasure do not partially impact on CPI but simultaneously both predict CPI. Based on the results of the above research, it is found that several cultural dimensions that are associated with integrity violations are high collectivist culture, high power distance, high masculine culture, low culture of avoiding uncertainty and abuse of Chinese quanxi culture. The high power distance that empirically is most proven to influence CPI.

Conclusion

Based on the results of a literature review, several conclusions were found. First, individual characteristics that drive integrity violations include basic human values/personal value, low religiosity, perceived risk of being caught at the time of the transaction; low moral judgment, low moral integrity, high external motivation, high power motivation, high wealth authority, high affiliation motivation, high machiavellianism; high love of money, high extrovert, high Self Monitoring, high luxurious lifestyle and hedonic lifestyle, low moral emotion, low self esteem, low happiness. Second, organizational factors are organizational climate, low organizational transparency, lack of human resource system fair, bureaucratic politicization, superiors as a bad role model and organizational culture, control system. Third, high power distance; high collectivity; high masculine; culture of avoiding low uncertainty; abuse of quanxi culture.

Limitation

Because of the limited research on integrity violations in the settings of public organizations, especially in Indonesia, the authors use research with a range of dependent variables that range from perceptions, intentions to unethical behavior and various forms of corruption that constitute a tendency or manifestation of integrity violations. Researchers also use research in the setting of public organizations, private and educational institutions from several countries. Likewise the research subjects are also very diverse, not yet showing the specificity of public officials in Indonesia.

Suggestion

Based on these limitations, research on violations of the integrity of public officials in Indonesia still needs to be developed through quantitative and qualitative research in order to explore data

relevant to the context in Indonesia. Further research in the Indonesian context is suggested to examine the psychological profile of public officials who are proven to have committed corruption. The results of the literature review still show different results regarding the role of organizational culture on corruption so that research on the culture of bureaucratic organizations in Indonesia is also needed. It is also important to examine the effect of Hofstede's cultural value orientation on the organizational culture of the bureaucracy.

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