THE PREDICTORS OF WHISTLEBLOWING INTENTIONS AT UiTM KEDAH

RESEARCH MANAGEMENT INSTITUTE (RMI)
UNIVERSITI TEKNOLOGI MARA
40450 SHAH ALAM, SELANGOR
MALAYSIA

BY:

SHahriza ilyana bINTI ramlI
sIti norfaZLina bINTI yusoff
Azlyn bINTI aHMAD ZAWAWI

JANUARY 2014
## Contents

1. Letter of Report Submission .............................................................................................. iii
2. Letter of Offer (Research Grant) ........................................................................................ iv
3. Acknowledgements ........................................................................................................... v
4. Enhanced Research Title and Objectives .......................................................................... vi
5. Report .................................................................................................................................. 1
   5.1 Proposed Executive Summary ........................................................................................... 1
   5.2 Enhanced Executive Summary .......................................................................................... 2
   5.3 Introduction ......................................................................................................................... 3
   5.4 Brief Literature Review ..................................................................................................... 7
   5.5 Methodology ....................................................................................................................... 10
   5.6 Results and Discussion .................................................................................................... 14
   5.7 Conclusion and Recommendation .................................................................................... 20
   5.8 References/Bibliography .................................................................................................. 23
6. Research Outcomes ........................................................................................................ 26
7. Appendix .............................................................................................................................. 27

ii
Ruj. Kami : 600-UiTMKDH (PJI.5/4/1/12/12)
Tarikh : 17 Mei 2012

Puan Shahriza Ilyana Binti Ramli
Pensyarah
Jabatan Sains Pentadbiran & Pengajian Polisi
UiTM Cawangan Kedah

Puan

KELULUSAN PERMOHONAN DANA KECEMERLANGAN 01/2012

Tajuk projek : The Perception Of Employees At District Education Department Of Kuala Muda/ Yan On The Predictor Of Whistle Blow Initiatives
Kod projek : 600-UiTMKDH (PJI.5/4/1/12/12)
Kategori perojek : Kategori A (2012)
Tempoh : 01 Jun 2012 – 31 Mei 2013
Jumlah peruntukan : RM 1,500.00
Ketua projek : Puan Shahriza Ilyana Binti Ramli

Dengan segala hormatnya perkara di atas adalah dirujuk.

Sukacita dimaklumkan bahawa pihak Universiti telah meluluskan cadangan penyelidikan puan untuk membiayai projek penyelidikan di bawah Dana Kecemerlangan UiTM.

Bagi pihak Universiti kami mengucapkan tahniah kepada puan kerana kejayaan ini dan seterusnya diharapkan berjaya menyiapkan projek ini dengan cemerlang.

Untuk tujuan mengemaskini, pihak puan adalah diminta untuk kapkan semula kertas cadangan penyelidikan sekiranya perlu, mengisi borang setuju terima projek penyelidikan dan menyusun perancangan semula bajet yang baru seperti yang diluluskan.

Sekian, Terima kasih.

"Transformasi Berkualiti Ke Arah Kecemerlangan"

Yang benar

PROF. MADYA DR. HAIDAR DZIYAUDDIN
Rektor
UiTM Cawangan Kedah
3. Acknowledgements

First and foremost, I would like to offer my sincerest gratitude to Research Management Institute (RMI) and Universiti Teknologi MARA (UiTM) for giving me Dana Kecemerlangan grant, and all my team members, who have given fully cooperation during the completion of the project. Special thanks dedicated to:

Prof Dr Zaliha Hj Hussin
(Dean of Faculty of Administrative Science and Policy Studies)

&

All respondents who participated in this research
5. Report

5.1 Proposed Executive Summary

Whistleblowing was a word created in 70s. In Malaysia, the act pertaining this matter has been enforced on 15 December 2010 by its name Whistleblower Protection Act 2010, under Act 117. The need to establish this act is seen after a numbers of initiatives and programmes handled by government to uphold the public administration in Malaysia seems like not giving any impact. After all, the wrongdoings are still happened and it is at alarming stake. Basically, this act has been passed by parliament in the measurement taken against corruption cases which as one of the focus under second thrust of New Key Result Area (NKRA) which is to combat the corruption in Malaysia with the hope that indirectly, it will help attaining the first thrust of NKRA which is to eventually reduce the criminal rate in Malaysia.

Since it is still at initial phase, thus, this paper is intended to investigate the perception on predictors of whistleblowing initiative. The research is conducted at District Education Department Of Kuala Muda /Yan with the sample size of 75. There are three factors were tested; retaliation towards whistleblower, the belief that whistleblower being disloyal to the organisation, and the support given to the whistleblower. Pearson Correlation analysis is used to determine the relationships between these factors and whistleblowing initiative. Meanwhile, the Regression analysis is used to determine the dominant factor among all.

With this research, it is hope that it could be one of the contributor and reference to the whistleblowing literature. On top of that, it is hope that it could enhance the understanding of lawmakers in regulating policy for public.