

**WHISTLE BLOWING INTENTION IN RELATION TO PERCEIVED  
ORGANIZATION SUPPORT, ATTITUDE AND  
CHANNELS OF COMMUNICATION**



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**OCTOBER 2013**

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## 1. Letter of Report Submission

Tarikh : 30 September 2013  
Kod Projek : 600/RMI/SSP/FRGS5/Fsp (16/2011)

Ketua Penyelidik (Sains dan Teknologi)  
Institut Pengurusan Penyelidikan (RMI)  
UiTM Shah Alam

Tuan,

**LAPORAN AKHIR PENYELIDIKAN ‘WHISTLE BLOWING INTENTION IN RELATION WITH PERCEIVED ORGANIZATIONAL BEHAVIOR, CHANNELS OF COMMUNICATION, AND ATTITUDE’.**

Perkara di atas adalah dirujuk.

Bersama-sama ini disertakan 3 naskah Laporan Akhir Penyelidikan bertajuk ‘Whistle Blowing intention in Relation with Perceived Organizational Behavior, Channels of Communication, and Attitude’ untuk rujukan dan makluman pihak Tuan.

Sekian, terima kasih.

Yang benar,



**NUR ZAFIFA BINTI KAMARUNZAMAN**  
Ketua  
Projek Penyelidikan

## 2. Letter of Offer (Research Grant)

Surat Kami : 600-RM/SSP/FRGS 5/3/Fsp (15/2011)  
Tarikh : 20 Julai 2011



Pn Nur Zaffa Kamaruzaman  
Fakulti Sains Pentadbiran dan Pengajian Polisi  
Universiti Teknologi MARA Cawangan Kedah  
Peti Surat 187, 08400 Marbok,  
Kedah Darul Aman

Y. Brs. Profesor/Tuan/Puan

### KELULUSAN SKIM GERAN PENYELIDIKAN FUNDAMENTAL (FRGS) FASA 01/2011

Tajuk Projek : Whistle Blowing Anti-Retaliation Precautionary Measures  
Modeling  
Kod Projek : 600-RM/SSP/FRGS 5/3/Fsp (15/2011)  
Bidang : Sains Sosial  
Tempoh : 01 Julai 2011 – 30 Jun 2013 (24 bulan)  
Peruntukan Dikuluskan (KPT) : RM 46,550.00  
Peruntukan Pengurusan : RM 2,327.50 (5%)  
Peruntukan Pengoperasian Penyelidikan : RM 44,222.50 (95%)  
Ketua Projek : Pn Nur Zaffa Kamaruzaman

Dengan hormatnya perkara di atas adalah dirujuk.

2. Sukacita dimaklumkan pihak Kementerian Pengajian Tinggi melalui surat JPT.S(BPKJ)2000/09/010 Jld.11 (52) yang bertarikh 8 Jun 2011 telah meluluskan kertas cadangan penyelidikan Y. Brs Profesor/tuan/puan untuk di biayai di bawah Skim Geran Penyelidikan Fundamental (FRGS) Fasa 01/2011.

3. Bagi pihak Universiti kami mengucapkan tahniah kepada Y. Brs. Profesor/tuan/puan kerana kejayaan ini dan seterusnya diharapkan berjaya menyiapkan projek ini dengan cemerlang.

4. Peruntukan kewangan akan disalurkan melalui tiga (3) peringkat berdasarkan kepada laporan kemajuan serta kewangan yang mencapai perbelanjaan lebih kurang 50% dari peruntukan yang diterima.

Peringkat Pertama	20%
Peringkat Kedua	40%
Peringkat Ketiga	40%

5. Untuk tujuan mengemaskini, pihak Y. Brs. Profesor/tuan/puan adalah diminta untuk menandatangani perjanjian FRGS, melengkapkan semua kertas cadangan penyelidikan, mengisi borang setuju terima projek penyelidikan dan menyusun perancangan semula bajet yang baru seperti yang diuliskan. Sila lihat lampiran bagi talacara tambahan untuk pengurusan projek.

Sekian, harap maklum.

"SELAMAT MENJALANKAN PENYELIDIKAN DENGAN JAYANYA"

Yang benar

PROFESOR DR ABU BAKAR ABDUL MAJEED  
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Faks Penyelidikan : 603-3544 3097/3098 3101 3151 1467  
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Ashabul Penetration : 603-3544 1425 3783  
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Pensyarah Pentadbiran : 603-3544 2050  
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Unit Kemudahan : 603-3544 3303  
1663-3521 1385

## **5.2 Enhanced Executive Summary**

(Abstract of the research)

The aims of this study are two folds, to identify whether intention to whistle blow exists; and to ascertain the relationship between perceived organizational support, channels of communication, attitudes and intention to blow the whistle. The study is perceived to be vital to foresee whether the public are aware on the whistle blowing especially on the preferred mechanism to whistle blow. The study was conducted in seven public offices in West Malaysia, involving 516 employees. The findings indicate that all the predicted elements are moderately associated with the act of whistle blowing. On the other hand, channels of communication is proven to be the most dominant variable in whistle blowing. Moreover internal programs held by the organizations also supported the findings, as they are a powerful tool to create awareness of the importance of blowing the whistle within the organization setting. Meanwhile fair and just treatments by the organization have generated trust and confidence amongst the employees where they feel empowered and a sense of belongingness. Whistle blowing is also perceived as a new commitment by the respondents as reflecting their loyalties to the organization.