

UNIVERSITI TEKNOLOGI MARA

**PREDICTORS OF EXTERNAL
WHISTLEBLOWING INTENTIONS
IN SIME DARBY BERHAD**

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Thesis submitted in fulfilment
of the requirements for the degree of
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Faculty of Administrative Science

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CONFIRMATION BY PANEL OF EXAMINERS

I certify that a panel of examiners has met on 22nd August 2014 to conduct the final examination of Mohd Rozaimy Bin Ridzuan on his Master of Administrative Science thesis entitled “Predictors of External Whistleblowing Intentions In Sime Darby Berhad” in accordance with Universiti Teknologi MARA Act 1976 (Akta 173). The Panel of Examiners recommends that the student be awarded the relevant degree. The panel of Examiners was as follows:

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AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any other degree or qualification.

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ABSTRACT

Scholars' interest pertaining to whistleblowing study is becoming increasingly prevalent due to the debacle of giant multinational companies in the United States and the emergence of legal protections for whistleblowers in several countries. In Malaysia, there are several giant companies involved in corporate wrongdoings and one of them is Sime Darby Berhad. Since whistleblowing is a useful means to reduce the corporate wrongdoings, hence, this study aims to examine factors that influence external whistleblowing intentions among Sime Darby staffs. External whistleblowing channel is examined in the study as the Whistleblower Protection Act (WBPA) 2010 only protect the whistleblower who reports wrongful act to the enforcement agencies (external parties). There are three main predictors in this study that are predicted to influence external whistleblowing intentions, which are organizational, individual and situational predictors. The awareness of Malaysian Whistleblower Protection Act 2010 is predicted to moderate the relationship between variables. This quantitative study focused on Sime Darby staffs by using the hypotheses testing and utilizing questionnaires as a means to collect the data from the respondents. The study found that the benevolence (organizational predictor), organizational commitment (individual predictor) and the seriousness of wrongdoing (situational predictor) significantly influenced external whistleblowing intentions among staff in Sime Darby Berhad. This empirical study is vital as it is able to add on the information to the existing body of knowledge on whistleblowing matters in Malaysia. The findings of the study also will help the management of Sime Darby to delineate a sound whistleblowing policy so that it will encourage more staff to blow the whistle on wrongdoings to the enforcement agencies.

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