

**THE RELATIONSHIP BETWEEN JOB SATISFACTION, INDIVIDUAL  
MORAL REASONING AND ORGANIZATIONAL FACTORS  
WITH WHISTLEBLOWING PRACTICE IN PUBLIC SECTOR**

**NUR FARAH FAREENA BINTI ROSLAN  
2017413802**

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PERLIS**

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## **DECLARATION OF ORIGINAL WORK**



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I hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

NUR FARAH FAREENA BINTI ROSLAN

I/C Number : 960318085664

Signature:

Date: 8<sup>TH</sup> JULY 2020

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## **ABSTRACT**

Whistleblowing is a report on any corporate wrongdoing that occurs in organisations. There are many companies that bankrupt or suffer loss due to unethical behaviour such as mismanagement, misuse of company funds, money laundering, and manipulation of income statement for private advantage without considering the employees' or shareholders interest. This study is conducted to examine the factors that could motivate whistleblowing practices in public sector. Several predictive variables have been considered, such as individual and organizational factors. This research aimed to discuss the influence of job satisfaction, individual moral reasoning and organizational factors with whistleblowing practice in public sector. The survey data were taken from 152 employees in Majlis Daerah Kampar, Perak. The results showed that job satisfaction has a significant negative effect on whistleblowing practice. Moreover, individual moral reasoning and organizational factors has significant positive effects that can help to strengthen the relationship on whistleblowing practice. The implications and suggestions are discussed.