

UNIVERSITI TEKNOLOGI MARA

**PREDICTING WHISTLEBLOWING INTENTION
AMONG PRIVATE SECTOR EMPLOYEES -
EVIDENCE FROM
MALAYSIAN HOTELS INDUSTRY**

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AUTHOR'S DECLARATION

I declare that the work in this dissertation 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 degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.


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ABSTRACT

Whistleblowing is one of the internal control mechanisms to protect an organization from any wrongdoings. It refers to the employee's decision to report wrongdoing discovered in the course of performing his or her duties. The phenomenon became one of the most popular areas in research both in public or private sectors. Indeed, recent evidence has shown the increasing issues of integrity, bribery, fraud, and theft in later sector as opposed to the former. These wrongdoings can be prevented if they were highlighted by the internal members to those who are in higher position that can take action. To date, the whistleblowing has been the interest of many research and the focus was on many industries such as tourism, hospital, food and construction. However, less emphasized on hotel, although it encounters similar issues. This phenomenon has instigated the researcher to look for factors that lead to whistle-blow specifically in hotel industry. Indeed, many factors have been predicted to influence the intention to whistle-blow. Employing Theory of Planned Behaviour, and following prior research, the objective of this research is to examine the influence of attitude, subjective norms and perceived behavioural control on the intention to whistleblow. The researcher distributed a total of 264 questionnaires to Malaysian hoteliers and analyzed the data using SPSS version 27. The results indicated that all the predicted variables namely attitude, subjective norms and perceived behavioural controls were related to intention to whistle-blow and thus supports the Theory of Planned Behaviour. Hence, the discoveries provide beneficial insights to the policymaker, authorities, academicians, hotel industry, employees and the likes of the importance of having positive attitude, supports from families and friends together with conducive system in promoting whistleblowing in work places. Eventually, nurturing whistleblowing in workplace will mitigate wrongdoing and thus lead to a corrupt free society.

Keywords: Attitude, Perceived Behaviour Control, Subjective Norms, Theory of Planned Behaviour, Whistleblowing

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