

Fraud Hexagon From East Java Education Department

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Abstrak

The number of corruption cases in Indonesia is rising; the ministry of education sees an annual increase in corruption cases, and the country is among the top five areas in the world for the number of corruption cases. The majority of corruption cases in Indonesia are committed by civil servants. Both public confidence in the government and government performance may suffer as a result. Based on the opinions of Education Service personnel, this study attempts to examine the effects of Pressure, Collusion, Capability, Opportunity, Rationalization, and Ego on Corruption. There were 253 workers at one of the East Java Regional Education Services that made up the study's population. A total of 82 respondents were included in the convenience sampling, which was conducted. Using IBM SPSS Statistics 25 software, multiple linear regression analysis is used in this study to evaluate hypotheses through the distribution of questionnaires and primary data collected through quantitative research. According to this study, ego has a strong detrimental impact on corruption while rationalization has a favorable and large impact. In the meanwhile, corruption is unaffected by pressure, collusion, capability, and opportunity. Because Fraud Hexagon is still relatively new, there aren't many comparable references in this research, which is one of its drawbacks. Another is that the direct distribution of questionnaires takes a long time. The distribution was restricted to one government agency, which further confined the research area and the samples used.

Keywords : Fraud Hexagon, Opportunity, Rationalization

Introuction

According to Sugandi et al. (2022), corruption is the act of breaching the law in order to benefit oneself. As such, corruption can undermine the foundations of democracy, justice, and the economy as well as harm the government's organizational structure and negatively affect the effectiveness and quality of services. Observing and evaluating behavior can help identify and stop corruption (Muhtadi, 2020). A number of theories, such the fraud hexagon theory or S.C.C.O.R.E model proposed by Suryanto (2022), can be used to assess fraud. Collusion is included to this hypothesis because it makes it harder to stop fraud when there is cooperation

between employees and with outside parties. The variables that have the greatest potential to persuade someone to commit fraud are pressure or stimulus to meet financial necessities, targets that must be met, or frustration with the work environment (Sukandi, 2022).

Employee perceptions of fraud have been the subject of numerous prior studies, including Dima (2022). Research on other types of fraud, such corruption, is still infrequently conducted, nevertheless. The fraud triangle on corruption is one of several earlier studies on corruption (Anwar, 2022). This study was carried out to close this knowledge gap by concentrating on the elements that lead someone to commit corruption through the perspectives of staff members at one of the East Java Regional Education Services. The Fraud Hexagon theory is still rarely applied to corruption. The prevalence of corruption cases might lower public confidence and government efficacy, which is another reason this study was carried out.

Literature Review

The Effect of Pressure on Corruption

Someone commits fraud when they are faced with problems that cannot be shared with other people, such as financial and non-financial problems (Suganda, 2028). Pressure can be in the form of urgent family needs (Anwar, 2022), being responsible for the family so that there is pressure to meet the needs of their family members (Budiana et al., 2022), as well as being under pressure to provide for their family because of the low salary they receive (Gilang, 2022). Additionally, pressure can come from an uncomfortable work environment.

H₁: Pressure has a positive effect on Corruption

The Effect of Collusion on Corruption

Collusion plays an important role in identifying the factors that cause fraud. Collusion refers to cooperation between two or more parties such as employees of an organization, a group of individuals who are members of several organizations, or members of criminal organizations

to commit fraud against other parties (Muhtadi, 2022). Collusion provides opportunities for fraud (Kushendar, 2022).

H₂: Collusion has a positive effect on Corruption

The Effect of Rationalization on Corruption

Rationalization is related to how a person assesses that the actions carried out are normal (Suryanto et al., 2020). A person tends to have a justification for the good or bad actions they perform, so that when someone is involved in an immoral act, the individual must make the immoral act look acceptable (Sugandi, 2023). Perpetrators rationalize themselves by understanding their illegal behavior and believing that they are still trusted the same as before the fraudulent act was committed (Suganda, 2022).

H₃: Rationalization has a positive effect on Corruption

Method

Both the population and the sample

With a population of all 235 employees of one of the East Java Regional Education Services, this study is quantitative and uses primary data. Convenience sampling is the method used for the sample design, which entails gathering data from people in the population who are willing to participate in the process (Kushendar, 2022). Convenience sampling was chosen because, given that the respondents were Education Department employees—many of whom are naturally busy—it can be simpler and quicker for researchers to identify participants who are willing to respond to all of the questions in the questionnaire. The sample was calculated using the Slovin formula to provide the number 58; nevertheless, since the sample size was 82, the number complied with the criteria.

Results and Discussion

Hypothesis Testing Results

F Test (Simultaneous)

Table 1. F Test (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
2	Regression	2230,703	5	280,227	5,253	,000 ^b
	Residual	2083,383	58	30,355		
	Total	3235,287	75			

Source: SPSS version 25 data processing results

Based on Table 3, the significance value of $0.000 < 0.05$ indicates that the independent variable (Fraud Hexagon) has a simultaneous effect on the dependent variable (Corruption).

Coefficient of Determination Test

Table 2. Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
2	,583 ^a	,353	,285	5,50853

Source: SPSS Version 25 Data Processing Results

Based on Table 5, the Adjusted R Square has a value of 0.285 or 28.5%, which means that the Pressure, Collusion and Rationalization variables have an influence on Corruption by 28.7%, the remaining 70.03% is influenced by other variables outside of this research variable.

The Effect of Pressure on Corruption

Pressure has no effect on corruption in the perceptions of employees at the East Java Education Service. Respondents' answers show that even though they have responsibility for family finances, this does not affect employees' perceptions of committing corruption. Continuous pressure from the workplace also does not affect employees' perceptions of committing corruption, this is done in order to uphold their professionalism. Thus, it can be concluded that even though there is pressure originating from the work or family environment, it does not influence a person to commit corruption. The research results are in line with Suryanto (2021) who explains that work pressure has no effect on fraud because employees are not burdened by their work so they can adapt and be responsible for their work.

The Effect of Collusion on Corruption

Collusion has no effect on Corruption on the perception of employees at the Education Service. Respondents' answers show that even though someone who commits acts of corruption will collude with friends, office mates, superiors, inspectors general, or government employees who commit corruption, this does not affect the perception of Education Service employees that collusion has an influence on corruption. This happens because there is a clear division of tasks and authority in the agency where they work, so that having a clear division of tasks does not cause overlapping work and requires the help of other people, thereby minimizing the influence of collusion on fraud.

The Effect of Rationalization on Corruption

Rationalization has a positive effect on corruption in the perceptions of employees in the Education Department. The statements proposed in the questionnaire refer to how respondents sort and differentiate between things that are reasonable and unreasonable to do. Respondents agreed that even though the fraud committed was temporary, the action was still unreasonable. Apart from that, even if forced by circumstances, doing anything deviant is still not allowed, and you must always follow the policies and procedures determined by the agency. Respondents' answers prove that they rationalize this as something that is unnatural, they can differentiate and sort between what is normal and what is not natural, so for them the rationalizations are

This can have an impact on corruption. The higher the rationalization, the more corruption can occur. This happens because when viewed from the perpetrator's perspective, they are no longer able to differentiate and sort out what is normal and what is not normal to do.

Conclusion

The research aims to analyze employee perceptions of corruption using the Fraud Hexagon. The research was conducted at one of the Education Services in the East Java region. Based on the results of data processing with a sample of employees working in the Education Department, it can be concluded that Rationalization has a positive and significant influence on. Meanwhile, Pressure, Collusion, have no effect on

The implications of the research for academics are that it can be used as an additional reference regarding research in the field of fraud hexagon and corruption. Apart from that, seeing the results which show that the nature of rationalizing things that lead to fraud can cause someone to commit corruption, and the presence of ego in the form of a person's high self-esteem can reduce the possibility of corruption, it is important for every organization to always monitor and provide sanctions. against perpetrators who rationalize fraud.

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