

Factors influencing the level of ethics and integrity in Malaysian public sector

Level of ethics
and integrity

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Asmawati Sajari
*Faculty of Industrial Management, Universiti Malaysia Pahang,
Gambang, Malaysia*

Hasnah Haron
Faculty of Economics and Muamalat, Universiti Sains Islam, Nilai, Malaysia

Yuvaraj Ganesan
Graduate School of Business, Universiti Sains Malaysia, Penang, Malaysia, and

Azam Abdelhakeem Khalid
*Department of Accounting and Finance, Faculty of Management and Economics,
Universiti Pendidikan Sultan Idris, Tanjung Malaim, Perak, Malaysia*

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Abstract

Purpose – The aim of this study is to look into the factors that influence the level of ethics and integrity in Malaysian public sector.

Design/methodology/approach – This study uses a quantitative approach by delivering 128 questionnaires to Federal Chief Integrity Officers (CIOs), of which 83 were received and usable. The data were analysed using multiple regression analysis and descriptive statistics.

Findings – The quality of CIO in terms of competency, work performance and ethical climate has significant impact on the level of ethics and integrity. According to the study, having certified CIOs who can effectively perform their function and promote and nurture a transparent ethical climate are critical for the Malaysian Federal government to maintain a high level of ethics. Employees who have a high level of ethics are more likely to stay with the organization.

Practical implications – In addition, this study will assist policymakers in taking the required actions to strengthen public sector integrity practices for the establishment of a more dependable and efficient government in Malaysia.

Originality/value – This study addresses a gap in the Malaysian public sector's level of ethics and integrity.

Keywords Quality of CIO, Ethical climate, Ethics, Integrity, Public sector

Paper type Research paper

1. Introduction

Because of the rise in unethical behaviour, attempts to improve integrity with codes of ethics, norms and regulations aimed at establishing an effective civil service delivery system in the organizations have intensified. As a result, good implementation of ethics and integrity will prevent ethical scandals including corruption, bribery, fraud, inefficiencies,

