

The Importance of Integrity Values as Corruption Prevention Measures

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Abstract:

In the Indonesian government, one of the most crucial issues to be solved was the problem of corruption. Efforts that could be applied to prevent corruption in the government sector were by creating leaders and employees who have integrity. This study aimed to determine the importance of the value of integrity in efforts to prevent corruption. This research was conducted with a qualitative approach to find out the importance of the value of integrity in efforts to prevent corruption. The location of this research was the Office of Manpower and Transmigration of Bungo Regency, Jambi Province. Samples were determined by purposive sampling technique. Data were collected through observation, interviews and documentation. Data in this study were analyzed through interactive analysis model. The results of this study indicated that the value of integrity was very important in efforts to prevent corruption and had a major influence in preventing corruption in the Office of Manpower and Transmigration of Bungo Regency.

Keywords: Integrity, Corruption Prevention, Human Resources.

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I. INTRODUCTION

One factor that determines the progress of a country is the behavior of its human resources. Human resources are the main drivers of achieving the country's vision and mission. Besides the progress of a country can be seen from human resources that are clean and free of corruption. However, in reality the current corruption case is a very crucial issue to be solved by the Indonesian nation and government. Corruption has become an extraordinary crime (extraordinary crime), caused because this type of crime occurs systemically, organized in all sectors of life [1]. Corruption in Indonesia occurs in all sectors and sectors of development. Especially after regional autonomy was determined, based on Law Number 22 Year 1999 concerning Regional

Government which was updated with Law Number 23 Year 2014, it was alleged that corruption occurred not only at the central level but also at the regional level and even penetrated to the level of the most government small in the area. Corruption is a type of crime that tends to increase and is very difficult to detect because it involves cooperation with other parties and is deeply rooted [2].

Autonomy and decentralization are essentially giving authority, which was previously only owned by the central government to local governments [3]. On one hand, regional autonomy has contributed to improving the life of the nation and state in this republic. In the name of regional autonomy, there was a political transformation and the spread of power that was not only centralized as in the new

order, but also extended to regions with authority held by Regents/Mayors in regency and city areas. Through regional autonomy, regional heads can freely determine their public policies in pushing the wheels of the economy and stimulating stretching investment in the regions. Regional autonomy turned out not to be entirely positive in the process of eradicating corruption [4]. Although various efforts have been made, but the eradication of corruption in Indonesia such as not knowing the direction and road in place. Failure to eradicate corruption is due to several weaknesses in the strategy adopted by the government [2].

Reforms also provide answers to the problems of corruption in other forms, for example aspects of openness [3]. At present, we can easily search for information about our government through various channels. How can our government carry out its tasks we can easily monitor as it becomes easier to access information in this era of openness. This includes seeing the daily behavior of our country's servants, from the leadership level to the employees. We can also take a good example from our leaders, apart from the example set by our predecessors. In line with the decentralization policy framework that places regional leaders in an increasingly important position, the initiatives of regional leaders in efforts to prevent corruption need to be explored.

Many surveys show that the public and stakeholders consider that money politics is increasingly widespread and always occurs in every political activity [5]. Not only that, corruption can also be seen from the way employees in completing work. Corruption of time in carrying out tasks assigned by superiors. In addition, bribery is the most common corruption case in Indonesia. Therefore, it is important to have efforts to prevent corruption cases which always increase every year. Corruption eradication must become the government's priority agenda to realize the country's goals in advancing public welfare.

To eradicate corruption in Indonesia it is not enough just to take preventative measures [6]. One effort that can be done through this preventative action is by raising awareness to fight various acts of corruption, and at the same time educating the younger generation by instilling the value of integrity to employees. Integrity is an element of character that underlies the emergence of professional recognition. Integrity is uncompromising adherence to the code of moral values and avoids fraud, expediency, and falsehood. Integrity requires a person to be honest, transparent, wise and responsible at work [7].

Corruption can not be measured easily because it is hidden so that the available data is very limited [8]. One form of negative parameters that is often used is the perception of corruption and the presence of factors that can prevent corruption, such as transparency, accountability, and integrity [8]. Integrity is a form of effort that can be used in preventing corruption. Nowadays corruption has become a very crucial problem in the eyes of the people. Therefore, efforts to prevent corruption are important in order to reduce the problem of corruption.

The value of integrity is not solely based on personal desires, but also based on collective desires that need to be carried out in a consistent, sincere, honest, discipline and responsibility by every employee in the work [9]. Awareness of the value of integrity can make employees work honestly, transparently and responsibly. Integrity attitude always has an important role and broad scope in developing and shaping employee behavior in work. In addition, employees with integrity can make a major contribution to the achievement of organizational or institutional goals. Then with the integrity value that is owned by employees, it can prevent corruption in an organization or institution. Because the value of integrity emphasizes that employees work honestly, transparently, and responsibly. In addition, by applying integrity, there is no overlapping regulation in accordance with the results of

Masyhudi research (2019) which states that by implementing the integrity system, the authority no longer overlaps so that it will reduce acts of corruption [2].

As we know that corruption is a very bad or bad act, if left unchecked there will be a negative impact on the democratic, economic and general welfare of the country. First, the impact on democracy is that corruption presents a serious challenge to development. Second, the impact on the economy is that corruption also complicates economic development by creating high distortions and inefficiencies. Third, the impact on the general welfare of the country is that political corruption exists in many countries, and poses a major threat to its citizens [3].

Corruption problems occur in various sectors, both government and private. The problem of corruption begins with the problem of bribery, abuse of power for personal gain and profit, and corruption in other matters. Corruption occurred in many places both in the central government and in the regions. The problem of corruption is indeed necessary prevention efforts so as not to increase. Reducing the problem of corruption will be able to improve the welfare of the community both in cities and regions. In addition, the community will give more confidence to the government in doing their work. Trust given by the community to the government can improve the performance of government employees and improve the quality of services provided by the government to the community.



Figure 1 Indonesian Corruption Perception Index

According to the 2019 corruption perception index results above, it can be seen that corruption cases in Indonesia tend to increase every year. Therefore, it is necessary to have preventative measures in order to reduce the level of corruption in Indonesia. Based on the above problem, the author is interested in discussing the importance of the value of integrity as an effort to prevent corruption in the Office of the Manpower and Transmigration of Bungo Regency, Jambi Province. Because the aspect of integrity is very close to our daily lives. This paper aims to see how important the value of integrity is as an effort to prevent corruption in the Office of the Manpower and Transmigration of Bungo Regency and outlines alternatives in efforts to prevent corruption through the value of integrity.

II. LITERATURE REVIEW

Integrity

According to Syamsir, et al (2019) [10] integrity was harmony between what was said and what was done by someone. His action were in accordance with moral demands and ethical principles and in accordance with the rule of law and do not wrong the public interest. Integrity referred to the quality of trustworthiness in a human being in which there were individual qualities such as honest character, trustworthiness, responsibility, maturity, courtesy, willingness to be kind and so on. Integrity is a measure of a person's quality to test all decisions

made as a basis for public trust. Integrity is a standard of morality and ethics, has nothing to do with the situation that happens to be around and does not encourage speed [11]. Integrity is a person's character to realize what has been believed and believed to be true [7]. Integrity requires a person to be honest and transparent, brave, wise and responsible in carrying out tasks [12].

Talking about integrity means talking about consistency between two things, namely thoughts and actions in the form of decision making [13]. Integrity is often understood in the context of behavior and integrity behavior is generally understood in terms of ethics and morals. Integrity is a quality that underlies public trust and is a benchmark for the institution/organization in testing all its decisions [13]. Integrity requires an employee to be honest and transparent, brave, wise and responsible in carrying out tasks. Integrity is a concept that emphasizes the suitability of one's actions with certain principles or values chosen [14]. Integrity includes one's commitment to a principle of the community or organization in which a person is located.

According to Tarigan (2011) integrity requires every practitioner or employee to obey the principles of integrity in carrying out their duties [15], which are as follows: 1) having a firm attitude in making decisions, 2) honest in carrying out the task, and 3) fair in making decisions. Tarigan (2011) states that integrity can accept mistakes and honest differences of opinion but cannot accept cheating principles [15]. Public service and trust cannot be defeated by personal gain [16]. Integrity requires members to obey both the form and spirit of technical and ethical standards [17]. Integrity raises public trust in a profession, because integrity is a test of the highest value order of a profession [16]. On the otherside Berry Harmaily (2019) stated that the factors forming the integrity of a practitioner or employee included [18]: 1) honest, 2) firm, 3) has strong self-control, and 4) having high self-esteem.

Corruption and Anti-Corruption Values

In general corruption or political corruption is the abuse of official office for personal gain [3]. All forms of government are prone to corruption in practice. The severity of corruption varies, from the lightest in the form of the use of influence and support to give and receive help, to the formalized corruption that is so heavy, and so on. The end point of corruption is kleptocracy, the literal meaning of government by thieves, where even pretending to act honestly does not exist [3]. Corruption in politics and bureaucracy can be trivial or severe, organized or not. While corruption often facilitates criminal activities such as drug trafficking, money laundering and prostitution, corruption itself is not limited to these matters. To study this problem and make a solution, it is very important to distinguish between corruption and crime. Depending on the country or jurisdiction, there are differences between those considered corrupt or not. For example, some political party funding is legal in one place but some is illegal in another [3].

In the education and training module on anti-corruption by the State Administration Institute in 2014, it was stated that the Corruption Eradication Commission and experts identified anti-corruption values, and produced 9 (nine) values, namely: honest, caring, independent, discipline, responsibility, hard work, simple, daring, and fair [1]. The meaning of these values can be described as follows:

1. Honesty is one of the most important values in an anti-corruption attitude. In everyday life, when people behave dishonestly, that person will not get trust in various things.
2. Caring is to heed, pay attention, and ignore. A sense of caring can be done to the surrounding environment and various things that develop in it.
3. Independent means being able to stand on one's own feet, meaning that it doesn't depend much

on others in any way. Without independence, a person will not be able to lead others.

4. Discipline has the meaning of obedience or compliance with regulations. The benefit of discipline is that goals can be achieved with more efficient time.
5. Responsibility is a condition in which we are obliged to bear everything. Someone who has a sense of responsibility will have a tendency to complete tasks better.
6. Hard work must be based on intention and will. Working hard is important in order to achieve results that are in line with the goals set.
7. Simple is realized with a lifestyle that does not live waste ful, and in accordance with ability.
8. Daring, the form of being brave is to say something that is true and defend the truth, dare to admit mistakes, and dare to be responsible.
9. Fair means equal, not one-sided and impartial. Justice is an assessment by giving something to anyone in accordance with what is their right, namely by acting proportionally and not violating the law.

III. METHOD

This research was conducted with a qualitative approach. According to Imam Gunawan (2013), qualitative research is research that emphasizes the analysis of the process of thinking inductively related to the dynamics of the relationship between observed phenomena, and always using scientific logic [19]. Meanwhile, according to Gatot Priyowidodo and Ruslan Ismail Mage (2003), qualitative research is a study that seeks to express symptoms comprehensively and in context through collecting data from a natural setting by using the researcher as a key instrument [20].

The focus of this study looks at the importance of the value of integrity as an effort to prevent corruption. The location of this research was the Office of Manpower and Transmigration of Bungo

Regency, Jambi Province. The population in this study were all employees of the Office of Manpower and Transmigration of Bungo Regency. Samples were taken by using purposive sampling technique that is sampling technique of data sources with certain considerations. This particular consideration, for example the person who is considered to know best about what we expect, or maybe he as a ruler so that it will be easier for researchers to explore the object under study [21]. Data collection techniques through observation, interviews and documentation [22]. While the data in this study were analyzed through an interactive analysis model that is done through data reduction, data presentation, and data verification or drawing conclusions.

IV. RESULT AND DISCUSSION

Tackling corruption has proven to be one of the hardest policy issues for governments and civil society worldwide. Corruption crime is an extraordinary crime [23]. In general, corruption is the abuse of official office for personal gain. All forms of government are prone to corruption in practice. The severity of corruption varies, from the lightest in the form of the use of influence and support to give and receive help, to the formalized corruption that is so heavy, and so on. As we know that corruption is a very bad or bad act, if left without prevention it will have a negative impact on the democratic, economic and general welfare of the country [3]. The impact on democracy is that corruption presents a serious challenge to development. While the impact on the economy is corruption also complicates economic development by creating high distortions and inefficiencies. Furthermore, the impact on the general welfare of the country is political corruption in many countries, and poses a major threat to its citizens.

Corruption is a very serious problem in the public sector that must be solved by the central and regional governments [1]. Corruption has penetrated almost all lines. Very complex and

difficult to eradicate [24]. The state does not mean silence, many steps have been taken. The problem of corruption always arises to varying degrees and is always increasing. Therefore, the problem of corruption is very difficult to eradicate [25]. That way, it is necessary to prevent corruption, so that it can reduce the level of corruption that occurs. One of the efforts to prevent corruption can be done by applying the value of integrity to employees in their work. So that corruption can be prevented and can reduce the problem of corruption that is increasingly spreading in all fields. With the application of integrity values to employees, employees can work honestly, transparently and responsibly. Integrity is the determination to maintain the principles and ethics of professionalism, maintain loyalty in the implementation of duties, and be able to provide accountability based on honesty [9]. Integrity is an attitude that upholds honesty, transparency, and responsibility in doing work [12].

In the context of behavior, integrity can be understood as ethics and morals that prioritize the value of exemplary and honesty values [16]. Integrity also requires that individuals adhere to the technical and ethical standards of the organization/institution [16]. Integrity is not only a matter of honesty, ethical and moral issues, it also includes not lying or not doing immoral things. Integrity is also closely related to noble morals, where by having noble morals employees have the attitude of courtesy, noble character that is accepted by colleagues, leaders and the community. Integrity is closely related to performance, because to achieve good and true work must always uphold honesty and other moral values. Integrity values include ethical and spiritual issues that prioritize the value of sincerity and the value of worship in work.

Based on interviews, corruption is a difficult problem to overcome and eradicate. Corruption has caused unrest in various aspects of the life of society, nation and state, so that it requires extraordinary handling in line with the opinion of Winasya Pricilia Sumenge (2019) [26]. In terms of

eradicating corruption, the government needs to carry out efforts to prevent corruption by applying integrity values to employees at the Bungo District Manpower and Transmigration Office. The value of integrity is one step as an effort to prevent corruption with the values of honesty, transparency, and responsibility. The main symbol of integrity is to work honestly, transparency, and full responsibility. Not only that, integrity also builds an attitude of consistency in work and in decision making, this is in accordance with the opinions of Yulianti and Wuryanti [13].

Furthermore, as an effort to prevent corruption, integrity values that are applied to employees at work are very important and have a positive effect on corruption prevention. The value of integrity applied at the Office of the Manpower and Transmigration of Bungo Regency is that employees must be firm, honest and fair in carrying out their duties, this is in line with the results of Putu Ryan Hendrawan and I Ketut Budiarta (2018) studies [16]. Therefore, integrity plays an important role in contributing to efforts to prevent corruption which is increasingly rampant today. By applying integrity values to employees, employees will work more transparently and better. By doing so will cause a sense of trust from the community to the government [16]. Integrity makes the emergence of public trust in a profession, because integrity is a quality that tests the highest value order for a profession [16]. With the emergence of public trust and other report users, the performance of employees is said to improve better, this is in accordance with the opinion of Komang Gunayanti Ariani [27].

In addition, the prevention of corruption with the value of integrity is to show a unified whole between the employees of the organization/institution and strengthen ethical and moral values [6]. The existence of a unified whole between the employees at work, then this can prevent corruption. Because between employees have a sense of connection and shame to commit acts of corruption. The importance of a unified

whole as an effort to prevent corruption can improve employee performance and employee quality at work. Integrity is also a quality that makes the emergence of public trust and the highest value order for members of the profession in testing all of his decisions [28]. With the value of employee integrity can be consistent in making better decisions.

In an effort to prevent criminal acts and the phenomenon of corrupt practices in each region, many indicators and various factors that influence them include the public sector legislative, executive and judiciary and also has mushroomed in the private sector and foreign officials. Because of the many criminal acts of corruption, it is necessary to have a good and appropriate effort to prevent corruption. Efforts to prevent corruption through the application of employee integrity values at work can reduce the problems of corruption that occur. Because integrity puts forward an attitude of honesty, determination, has strong self-control and has high self-esteem in making decisions, this is in line with the results of research from Berry Harmaily (2019) [18]. Therefore, integrity is an important factor in preventing corruption. Someone with integrity is able to realize what has been agreed and believed to be true [7]. For this reason, if the value of integrity is increased as an effort to prevent corruption, it will reduce the occurrence of corrupt practices in general, especially in the Office Manpower and Transmigration of Bungo Regency. This is consistent with the results of research from Abdi Tanjung (2019) [3].

Strengthening integrity is an important tool to prevent and reduce the risk of corruption [29]. Strengthening the value of integrity will further enhance the knowledge of surrounding employees at the risk of corruption and prevent them from committing the slightest corruption. The values of integrity are not only limited to employees free from corruption, but also from other behaviors that harm oneself and others, one of which does not commit fraud, work on time, and quality. Employees who have integrity that is have a set of

principles and values that are in line with moral behavior and this means not doing corruption and working properly [30].

Based on interviews, a good government is a government that has the values of honesty, transparency, accountability, the existence of the rule of law, the existence of democratic space, and the existence of community participation in the affairs of a country's resources, policies and laws that are very important. This is consistent with the opinion of Edward Gamaya Hoseah (2014) namely good governance is the foundation of every successful strategy to curb unethical behavior and corruption, good governance includes six characteristics namely political will, transparency, accountability, community participation, rule of law, and democratic space [30]. Leaders and employees must involve acting with integrity that is forthright. The government must safeguard citizens and provide open information about public services. The government must be able and responsible in providing good services to the public.

The form of applying anti-corruption values at the Office of Manpower and Transmigration of Bungo Regency is as follows:

1. Cultivating a strong spirit and commitment to anti-corruption

The process of habituating anti-corruption behavior requires a strong and durable commitment. This means that ongoing commitments to sustainably need to be built. In carrying out the work of employees, there needs to be a commitment to say no to acts of corruption, and to uphold anti-corruption. There are several things that can be done as an effort to prevent corruption, namely by putting up posters or slogans in the Office of the Manpower and Transmigration Office that contains anti-corruption values, so that this can make employees aware that they do not commit acts of corruption. This statement is in line with the results of research from I Putu Andre Suhardiana (2017) which says that there

is a need to make greetings and posters or slogans containing anti-corruption values [1]. Furthermore, in accordance with the opinion of Syamsir, et al (2019) who said that one of the anti-corruption cultures is commitment, namely harmony between what is said and what is done by someone [10].

2. Behave openly, take responsibility and uphold the public interest

Customizing anti-corruption behavior can be done through office cash. The habit of managing office cash finances honestly, transparently, and responsibly will shape the refraction of the behavior. Bungo Regency Manpower and Transmigration Office staff must have an open attitude and responsibility in carrying out their duties and services to the community so that they will build trust from the community. In addition, employees need to uphold public interests compared to personal interests. This statement is in accordance with the results of research from I Putu Andre Suhardiana (2017) which states that employees must be open, responsible, and uphold public interests [1]. It is also in line with the opinion of Syamsir and Jumiati (2019) saying that an employee needs an attitude of high responsibility in carrying out the task [10].

3. Behave honestly with yourself and others in carrying out services

Honesty is one of the main attitudes that has a major contribution to anti-corruption behavior. Habit on anti-corruption behavior also means habituation of honesty. Employees are very important to be honest in working both to superiors and to the community. But the main thing is employee honesty to himself. Not only that, honesty is very important in preventing corruption because by being honest, employees will gain the trust of superiors and the public [15]. This is consistent with the results of research from I Putu Andre Suhardiana (2017) which says that the need for employee honesty

attitudes towards themselves in carrying out tasks [1]. Furthermore, in accordance with the opinion of Syamsir, et al (2019) that in doing work an employee with integrity needs to be honest, so as not to cause acts of corruption [10].

4. Behave caring, fair, and brave in carrying out services

One manifestation of caring, fair and courageous is not wanting to own anything that does not belong to him, even though the object is the result of the finding and apparently no one owns it. This habitual attitude is very effective and relevant in order to avoid corrupt behavior. One effort to get used to this attitude is by giving objects that are found by employees whose owners don't know them to the office security department. This is in line with the results of research from I Putu Andre Suhardiana (2017) which says that one of the anti-corruption attitudes is by not taking the rights of others [1].

Corruption occurred in various fields, both the public sector and the private sector. Efforts to eradicate corruption are not as easy as imagined, because corruption always comes up with new and hidden problems. In general, the problem of corruption raises a sense of mistrust of the public, especially to the public sector. Therefore, to improve the performance of the public sector it is necessary to have employee integrity in the workplace so as to create public trust in the public sector. If the government works by prioritizing the value of integrity, then the community will give trust to the government. The value of integrity works by emphasizing honesty and trying not to hurt the interests of the community and nothing is hidden to the community [31]. Employees of the Office of Manpower and Transmigration of Bungo Regency work by promoting the values of integrity in serving the community. The employees work with the importance of honesty, transparency, and responsibility in completing work. Not only that,

the Office of Manpower and Transmigration of Bungo Regency staff will not accept bribes in terms of service to the community to speed up service completion. They always work according to applicable rules and are not selfish in terms of personal gain. In integrity, there is no desire for corruption, the focus is on the tendency of bribery and the abuse of power entrusted only for personal gain [31].

Integrity is a measure of a person's quality to test all decisions made as a basis for public trust [15]. Abuse of power in the government system often occurs which is one of the problems of corruption. Therefore the importance of strengthening the value of the integrity of leaders and employees in carrying out their duties as a good government apparatus, so that it will produce good governance and free from corruption problems. Integrity is a concept that emphasizes the suitability of one's actions with certain principles or values chosen [14].

To prevent corruption from increasing, it is necessary to apply integrity [32]. Based on interviews with the application of integrity at the Office of Manpower and Transmigration of Bungo Regency, employees who have integrity apply the principles in accordance with the statement of Arfah Salwa, et al (2018) that integrity requires a person to be honest, transparent, brave, wise and responsible for carrying out tasks [12]. This can be described as follows:

1. Corruption prevention measures by being honest

Being honest in carrying out tasks is one of the important things in preventing corruption. Honestly at work can build trust from any party, both superiors and the community. So that by being honest in working will be able to reduce acts of corruption, this is an early stage of prevention of behavior possessed by employees in the Office of Manpower and Transmigration of Bungo Regency. Honest

attitude is a form of anti-corruption behavior, therefore honest attitude needs to be developed and applied in every institution/organization. This statement is in accordance with the opinion of Tarigan (2011) which says that employees must have the principle of integrity in carrying out their duties, namely firm, honest, and fair [15]. Furthermore, in line with the opinion of Syamsir, et al (2019) who said that employees in carrying out their duties must be honest and responsible [10].

2. Corruption prevention measures by being transparent

Transparency is the principle of creating mutual trust between government and society through the provision of accurate and adequate information. Whereas information is an important requirement for the community to participate in regional management. An open attitude in carrying out tasks will reduce corruption, so transparency is very important to be applied for employees in carrying out their duties. A good relationship can also be realized because of transparency in the work environment. Details of tasks or jobs can be known by fellow employees so that they can appreciate each other's work done. This statement is in line with the findings of Arfah Salwa, et al (2018) who said that employees are required to work honestly, courageously, responsibly, and transparently [12]. Then in line with the results of research Ranti Melasari (2017) said that employees must work honestly, transparently, wisely, responsibly and dare to make decisions [14].

3. Corruption prevention measures by being brave

Brave is someone who can be patient with something if there is courage in the soul to accept disaster or courage in doing something. In doing work, don't be half-hearted or timid as long as the job is right. If you dare to say (command), you should dare to do it too. This statement is in accordance with the results of

research Ranti Melasari (2017) said that employees must work honestly, transparently, wisely, responsibly and dare to make decisions [14]. It is also in line with the opinion of Arfah Salwa, et al (2018) who said that employees are required to work honestly, courageously, wisely, responsibly, and transparently [12].

4. Corruption prevention measures by being wise

Wise is the attitude of someone who always acts on the basis of common sense and logic so that they can be right in dealing with every situation and event. In general, a wise person can make fair decisions, both for himself and for others. Having a wise attitude will be more trusted by people. Being wise will create justice in society. This statement is in accordance with the results of research Ranti Melasari (2017) said that employees must work honestly, transparently, wisely, responsibly and dare to make decisions [14]. It is also in line with the opinion of Arfah Salwa, et al (2018) who said that employees are required to work honestly, courageously, wisely, responsibly, and transparently [12].

5. Corruption prevention measures by acting responsibility

Responsibility is human self-awareness of all intentional or unintentional actions and actions. Responsibility must also be from the heart and self-will for the obligations that must be responsible. This statement is in accordance with the results of research Ranti Melasari (2017) said that employees must work honestly, transparently, wisely, responsibly and dare to make decisions [14]. It is also in line with the opinion of Arfah Salwa, et al (2018) who said that employees are required to work honestly, courageously, wisely, responsibly, and transparently [12].

Integrity has an important role as an effort to prevent corruption, because integrity is symbolized by honesty, transparency, and responsibility and has a positive impact in preventing corruption [33]. So

someone who works with integrity will produce good quality and create a good government and free from corruption. With integrity, employees of the Office of Manpower and Transmigration of Bungo Regency will gain the trust of the community [16]. Staff of the Office of Manpower and Transmigration of Bungo Regency work with high integrity to build trust from the community and to improve the quality of services provided to the community [10]. Employees of the Office of Manpower and Transmigration of Bungo Regency work with transparency, honesty and responsibility in carrying out their duties. Because an important aspect of the value of integrity is that it requires work with honesty, transparency, and responsibility. So that this can make employees avoid corrupt behavior.

V. CONCLUSION

Corruption is an act of abuse of power or authority carried out in carrying out its duties. The problem of corruption is very difficult to eradicate, it is necessary to take preventative measures so the problem of corruption decreases. Corruption prevention efforts at the Office of Manpower and Transmigration of Bungo Regency by applying the values of integrity in carrying out their duties. Integrity requires employees to be firm, honest, transparent, fair, disciplined, courageous, wise, responsible, have strong self-control and have high self-esteem and are committed to carrying out their duties. By upholding the integrity of employees will produce quality performance and create good governance and free from corruption.

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