

Reassessment of Malaysia National Integrity Plan in Combating the Corruption

Iskandar Hasan Tan Abdullah¹, Mohd Ridhuan Tee Abdullah²

¹Faculty of Administrative Science and Public Policy, Universiti Teknologi MARA, Machang, Kelantan, Malaysia

²Institute Product Research and Islam Civilization, Universiti Sultan Zainal Abidin, Terengganu, Malaysia

Received: March 4, 2016

Accepted: May 11, 2016

ABSTRACT

This paper strives to remind that integrity, public accountability and reformation of the public sector are fundamentally valid issues which still going on in Malaysia. On the other hand, publics are questioning the transparency and ethics among the public servants. This paper urges readers to engage the struggle of the National Integrity Plan combating the corruption in deeper reflection on the local dynamics of integritisation process in the public sector. In order to establish the rule of law and accountability, public organization is more understanding of the challenges posed by public servants engaged in corruptions. It is argued that the belying of the corruptions syndrome among public servants, which means to faster the process without through the legal procedures. This will disrupt the accountability harmony and threatened the security risk. Hence, the origins of this instability of trust could arguably be located in the manner in individual of civil servant. At last, this manner are responsible to nurture the integrity bureaucracy.

KEYWORDS: Integrity, Civil Servants, Rule of Law.

INTRODUCTION

The ability of the federal government to manage effective large programs has taken on debate in public. The core mission of today's government is eliminating the corruption and the enforcement rule of law. On 10th September 2004, the former Malaysia Prime Minister, Tun Abdullah has launched the National Integrity Plan to combat the corruption and behold the noble of integrity among the civilians. The measurement of integrity also has been considered as a way of civil servants noble values in pushing the accountability and responsibility. Transparency International was taken as a non-governmental organization to reassess the public sector integrity and accountability. Recently, the Malaysian Anti-Corruption Commission was established with their business partner Malaysia Institute Integrity in handling the awareness of applying the integrity of the public sector. Nevertheless, both agencies still in the farther of the success story in implementing the accountability and responsibility in the public sector and Malaysian community. From 2005 to 2015, the state of corruption in the country is getting tired and did not show significant improvement. Thus, various strategies are used but without the support of the government are too difficult to achieve the desired success. In a study conducted by [1] said one of the aspects that should be considered is the theoretical predictions of politicians against the anti-corruption body. In theory, the solution is to declare "Locus of the Appointment Power".

Meaning "Locus of the Appointment Power" is the distance a person who has the power of appointing the members of the anti-corruption body from political elements. This is very important so that the method of appointment and removal of members of the anti-corruption body is not used as a weapon for the interests of some people in politics. In addition, in [2] a researcher in the field of prevention of corruption also suggested that socio-economic elements and the correlation between income and education gap for the appointment of members of the anti-corruption body should be put into the theory of "Locus of the Appointment Power". Every action of the anti-corruption agency needs to carry out its duties in accordance with the rules and laws that set and not the pursuit of the public after a scandal occurred. Figure 1 shows the relation between staff integrity, integrity assessment, strategy to enhance integrity and the integrity of the main motif [3]. Status integrity of the staff can be measured by the size of psychology, personnel records and the status of the product or service provided, as well as some other aspects. Information regarding the integrity of the staff profile allows organizations to identify effective strategies to strengthen the integrity of the staff.

The staff identified as having poor integrity should be assisted through training programs towards strengthening the science, faith and morality and governance mechanisms, supervision and effective training at the enterprise level. This is due to the weak position of integrity can cause a tsunami in the organization. Tsunami in this context is the human resources and material damage resulting quality and productivity of the organization affected. The staff of high integrity also needs to be involved in the program to further strengthen their integrity, as well as help strengthen the integrity of the other staff to set a good example and constructive relations. Thus, the stabilization process occurs more rapidly due to environmental factors work had a major influence on the integrity of the individual. Strengthening the integrity of this will eventually give birth to the staff of high integrity in the organization. High integrity among the staff will then enable them to excel themselves with a very high standard both in the physical, psycho social or intellectual. This high-quality staff in turn catalyze the catalyst for the outstanding achievements of the mission and vision of the organization.

The implementation of the National Integrity Plan (PIN) is on the shoulders of all the people of this country. Nevertheless, the observations so far show that the level of awareness and appreciation of community members about the PIN is still low. On the matter, said that no special program on integrity offered on the market. Typically, integrity is included as a subject in the human capital development program organized. Although Figure 1 which has been implemented by the Malaysian Institute of Integrity, but the process of the fight against corruption is still on the old level. Appropriate approaches should be identified so that the contents of zero corruption reform can be delivered and accepted by them because of the diversity of approaches to attract attention and be able to give an effective implications in their lives, so that they can put into practice in life.

Reform means that repair themselves trained myself to try to be better from every angle and even from the eyes of God and others. But, usually people embarrassed to turn to the good. Shame in the eyes of other people, especially among his friends. They prefer to commit crimes, including giving and receiving bribes. The TI-M (Transparency International-Malaysia) as an organization needs to understand the selection of appropriate reform with the objective of fighting corruption. TI-M is a non-governmental organization requires a collective of individuals who develop coordination with specialized systems to one-on-one activities to achieve a goal in a predetermined time period.

Thus, TI-M cannot escape the responsibility of implementing the reform to the entire community, including public administrators to approach reform in accordance with the level of understanding of the target group. In fact, TI-M must understand the psychology of reform with the goal of diversifying the methods of getting results, success and be able to achieve the goals and objectives of TI-M. Failure to understand this aspect can result in rejection of any reform efforts undertaken by TI-M. Not only that, the science and the elements of which are in the method of reform is very important to be applied in particular to drive the IT organization in order to dominate, understand and explore the minds of the targeted reform especially those involved to interact with them without the existence of the separation wall of the various aspects of such barriers psychology. Thus, the method of reform is meant in this study is the method, the way, the way and the appropriate approach to be applied in order to provide an understanding of life without corruption. Aspect in understanding the human psyche is also a major concern as the basis for ongoing reform to facilitate communication in accordance with the concept of human development in order to strengthen the existing nature of the human soul and self.

LITERATURE REVIEW

A study conducted by [4] describes the model used to fight corruption as shown in Figure 1. It shows that the structure of cooperation will have an impact on accountability and outcomes. Even so, the antecedent conditions generally involve the institutional environment. The institutional environment enables a variety of policies made by the public organizations or political leadership. Policy changes or changes in political leadership can determine the success of the cooperation opportunities of zero corruption. However, the mandate of the people who choose a party to govern will determine the policy applied to public organizations. If the political leadership has corrupt, then generate a corrupt institutional environment. Hence, the political leadership is very important, plus the courage of leadership to declare a public issue. Controversial public issues that need to be discussed and studied so as not implicated in corruption scandals or less integrity. The initial situation, guidelines and network necessary to achieve the goals of public approval. Public approval is the goal of enlightening the public on the need for zero corruption includes public administrators. Without the consent of the public goals can lead to the political leadership of a country slipping into corruption and lack of integrity. Features of political leadership that is sensitive and attentive to the symptoms of zero corruption can help achieve the goal of public approval. In addition, the initiative of cause and effect must also be taken into account as a method of motivation achieve zero corruption. The work has a direct relationship with the co-operation and offset by the government's leadership, governance, technology and capacity

and competitiveness. Collaborative process requires a commitment of trust, sharing problems and the new plan and formal. This is very important for the success of cooperation when it comes to government leadership, governance, technology and capacity and competitiveness. The cooperation structure requires elements such as the development of norms and practices of regulations adopted in the fight against corruption. Norms and practices specific rules should be dynamic, fixed structures and the balance between government and the IT organization-M (Transparency International of Malaysia). Thus, in this case, the process of cooperation is an important output of the successful cooperation structure which is the product. To determine the proper input in improving the productivity of inputs in the process of cooperation. Several factors should be taken into account, so that the tension and the endemic conflicts that erupted during change towards zero corruption. Among these factors namely balance of power, inclusive versus effectiveness, autonomy versus dependence, flexible versus stability and unity versus diversity

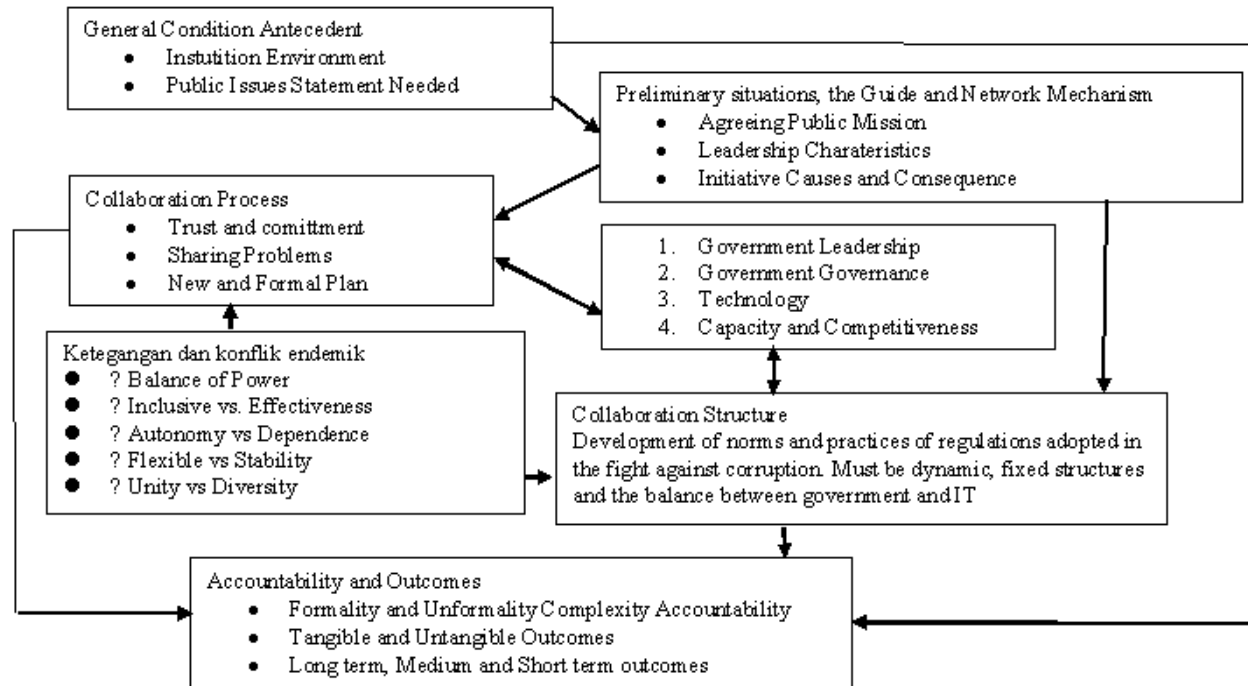


Figure 1: The structure of cooperation on accountability and outcomes

Accountability and outcomes are an important element in the success of the fight against corruption. Malaysia governance system implemented in 2006 as shown in Figure 2. The role of the public sector is first input in the production of the suitability of zero corruption. The federal government will determine the pattern of autonomous work in achieving the goals and objectives of public organization that is output in the suitability of zero corruption. Control of outside organizations is crucial in the success of output. Outside organizations such as the TI-M is very important as pressure on government organizations to ensure the suitability of zero corruption applicable to all public organizations. The suitability of zero corruption requires the element of religion, conduct repairs and firmness of political leadership. Without these three elements is difficult to achieve the target of zero corruption in a country. Zero corruption education is very important to every member of the public service, including political leaders. For the success of South Korea's system of governance requires the cooperation of the central government sector and is regarded as a key player in achieving the goal of zero corruption. Control of outside organizations only as a catalyst in achieving zero corruption. Autonomous work required to move every public organization achieve their goals and objectives without corruption.

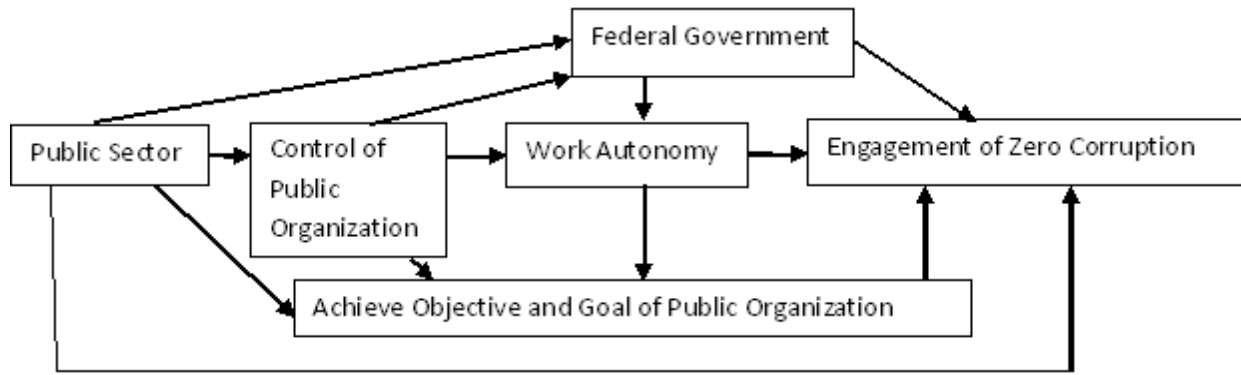


Figure 2: Government governance system in combating corruption

MATERIALS AND METHOD

Knowing about the presence of theory and problems in governing systems is far away of success. The questioning of these patterns emerges a new issue of public sector setting. This could be divided into two methods:

Theoretical Based Method

Problems in the theory are related to the reform method applied by the community and public administrators. Therefore, very important to enrich the knowledge of the reform approach in the field of integrity and accountability as an important element in the development of management reform to the public and public administrators in Malaysia. This aspect can help and improve the effectiveness of the reform of the research towards planning an activity. Reform activities that can have a positive effect on the development of society and public administrators and efforts to attract zero corruption to the hard graft. Thus, problems such studies can and can expand our understanding of the reform methodologies that can be applied according to the suitability of targets for achieving the vision and mission of zero corruption nowadays.

Practical Based Method

Problems in practical terms are to understand the basic situation of reform methodology adopted by organizations involved directly. When the basic situation is understood, the shortcomings and weaknesses in the process of delivering zero corruption to the rigid graft can achieve effectiveness. Therefore, the reform practiced methodology could be improved and streamlined to better reach out to the target group. Table 1 shows the countries involved in the monitoring of the Transparency International Corruption Perception Index, which provide or CPI. CPI is an exercise in fighting corruption worldwide. The position of a country that determines the level of corruption that occurred. Practical problems combating corruption in Malaysia there are always ups and downs, but was unable to achieve zero corruption even though the country is a practicing Muslim. Thus, the reform methodology can be used to improve the position of this country less than 30th ranking.

Table 1: Ranking of Malaysia in CPI score

Year	Malaysia Ranking	CPI Score
2015	54/168	5.0/100
2014	50/175	5.2/100
2013	53/177	5.0/100
2012	54/176	4.9/100
2011	60/183	4.3/100
2010	56/178	4.4/100
2009	56/180	4.5/100

RESULT AND DISCUSSION

Corruption and integrity back to warm country atmosphere when misappropriation of funds of RM100 million by the Chief Secretary of the Ministry of Youth Sports dismantled by the Anti-Corruption Commission (MACC). MACC's success should be commended for the fight against corruption and fraud, regardless of rank and position. National Integrity Plan implemented in 2004 that involved a lot of setting up and Integrity Committees also review procedures were carried out from time to time. But, human nature as proposed by the Fraud theory states that human

weaknesses are always looking at the opportunities and areas that cause corruption and irregularities. That is how great the work procedures which prevent this incident occurred. This is because Malaysians who have high creativity abused by interested parties. They always find a way to deviate as manipulating figures in the financial accounting of public organizations that had not shown any misgivings. The modus of corruption in public organizations usually channel funds into projects and programs approved. When the project or program to be implemented often do not require knowledge of the Minister or his superiors, especially the amount of funds spent. This led to someone who wants to commit fraud will collude with contractors or sponsors to manipulate the money used in the project or program. Even Freud's theory of rationalization is also said to cause this to happen. This is because there are some senior officials of public sector know their friends do something unethical. But, because they have done it one time cause they do not dare to report what happened. Hence, it is not surprising that there are 8 employees of the Ministry of Youth Sports is also involved with the Chief Secretary in this malpractice.

Leadership Monitoring

Monitoring leadership on projects and programs implemented only involves metaphysical elements and does not involve elements of spirituality and emotional intelligence. The spiritual element is very important to make sure a person is afraid of the God. Divine element needs to be applied in the morning assembly as religious classes, prayer and storytelling about committing a sin. Moreover, monitoring both need to be done especially officers who have great power within an organization. This is due to the contractor or sponsor programs and projects are always looking for weaknesses that officials of the will treasure, the throne and the woman. Hence, in [6] elements need to be reinforced with elements of emotional intelligence. Element to ensure the emotional intelligence officials always conduct or fund this project will realize the desired for the project or tender. Those who already know the way to get a project or program will use a win-win situation for the government officials involved. Often these activities will be kept secret for years until it was too late when turned upside down. In fact, the incidence of corruption in the Ministry of Youth Sports made by the Head of the Chief Secretary has started since 2010 or even earlier.

Public Sector Auditing

So, auditing is the best method as a second monitor. The role of the auditor must be given broad powers in monitoring both. This is very important so that early warning can be issued if there is a suspicion of doubt on the expenditure of funds. MACC should also be given the freedom to investigate and prevent the occurrence of corruption and embezzlement. Financial autonomy should be given to public organizations in determining the best way to spend and monitor the financial management. Through financial autonomy also allows the public organization appoints government officials at a background check first. Most of the government officials involved are the educated and know the ins and outs of accounting legislation. So, to avoid this incident a special rule placement period between 3 to 5 years is the best way to prevent the occurrence of such event. Superiors should see five characteristics that can cause a high percentage of corruption and abuse of official life style, the officers do not want to change, do not want a promotion, meetings with contractors and how the expenses exceed the salary. All five of these traits are likely to force an early sign of corruption. It is to avoid a repeat of this incident, the purification system of work should be streamlined. Transparency and transparency of each program and project expenses should be presented with evidence each time withdrawing funds. Such evidence must be validated by at least two officers higher than the official position. At each end of the closure of the program or project must obtain the signature of the audit before it was closed. This is to ensure that every transaction expense and the expenditure of funds for programs and projects are monitored twice. The recruitment of senior government officials should also be added that the appointment of the officer be good not only meet, but also has the merit of integrity and accountability. Integrity, accountability and intellectual are the best combination to reduce corruption during appoint an officer. This can be done by investigating the friends, family and neighbors before enlisting personnel work. In addition, the organization must implement transparency, integrity and Islamic values in the administration of the organization. It also recognized the political minimal intervention on public administration can reduce the incidence of corruption and mismanagement. The superior organization should adopt transparency in public questions about aspects of program and project expenses which have been used. Without the elements described above does not allow public organizations to move into high-performance organizations.

Government Transformation Program

In order to realize the aspirations of Vision 2020, which is to become a fully developed country, there are many plans and programs that have been done by the government to realize this vision. Despite of realizing this vision, our nation faces big challenge is that the problem is to strengthen of ethics and integrity. Integrity is another aspect of ethical behavior. Integrity refers to the quality of having strong moral principles in the society and this encompasses

employees in an organizational setting. Scholars claim that integrity, as a personal and organizational characteristic, combines honesty and dependability [7]. When an individual or organization has integrity, ethical behaviors will follow automatically. Managers with integrity will ensure that organizations and their employees are really concerned when making decisions. Furthermore, the managers' decision will affect the employees' routine and life. The managers are accountable for any consequences of the solution, which they carry out and it is important to maintain ethical practices. The level of corruption experienced in Malaysia does not seem to be decreasing [8]. In [9] reveals that although there is an elaborate institutional framework to deal with corruption and the government's anti-corruption campaign has been in place since 2003, the overall situation in Malaysia has been far from satisfactory. Since 2011 is the worst record in Malaysia in Corruption Perceptions Index (CPI), the government has started to develop and implement new initiatives to effectively curb corruption in Malaysia. But despite these numerous initiatives and strategies, we are still confronting the same problems as there is less evidence on the effectiveness of anti-corruption initiatives. The questions on why and where the flaws are needed to be addressed immediately. Failure to answer such questions would result in similar result as mentioned previously. Such failure would lead to greater loss of government resources, as those resources could be used to produce more productive goods or services to the public [10]. Despite many steps have been done, the level of corruption experienced in Malaysia does not seem to decrease. The implementation of programs and activities such as the Government Transformation Program (GTP) in 2010, formation of the Department of Integrity and Management Standard and the introduction of Integrity Testing for hiring and promotion of police officers are clearly shows the efforts of government in creating free and fair environment in both the private and public sector. As the index shows how corrupt a country's public sector is perceived to be, the government efforts to curb corruption seem ineffective because the corruption level in Malaysia still remain at the high level [11]. Even though CPI has been criticized for its validity [1, 2], but it is important for a country like Malaysia from its competitors [12]. This is also supported by [6], where the perception does not arise out of thin air. Undoubtedly, in [3] states that the CPI is the most cited index of corruption.

CONCLUSION

Based on the explanations that have been put forward, it can be concluded that this study is a qualitative study and it should be highlighted as one of the mediums with zero corruption in Malaysia. The application of zero corruption should be flexible and dynamic Hence, this study is expected to help consolidate the management of public organizations to improve the fight against corruption and improve the quality of public service delivery in Malaysia.

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