

ABSTRAK

Penelitian ini bertujuan mengetahui dan mendapatkan bukti secara empiris mengenai pengaruh Efektivitas Pengendalian Intern, Tunjangan Kinerja, *Engagement* Pegawai, Budaya Organisasi terhadap Tindak Korupsi.

Penelitian dilaksanakan pada pegawai yang terlibat dalam pelayanan Surat Ijin Mengemudi pada satuan kerja Ditlantas Polda Metro Jaya dengan menggunakan data primer yang diperoleh dari wawancara dan kuesioner yang disebarkan kepada responden. Penentuan sampel melalui *purposive sampling* dan diperoleh sampel sebanyak 100 responden. Analisis data menggunakan SPSS V.23 melalui uji validitas, uji realibilitas, uji asumsi klasik dan pengujian hipotesis.

Hasil uji validitas dan uji realibilitas menyatakan bahwa data penelitian valid dan reliabel dan hasil uji asumsi klasik menyatakan bahwa persamaan regresi memiliki ketepatan dalam estimasi, tidak bias dan konsisten. Hasil penelitian menunjukkan bahwa Efektivitas Pengendalian Intern, Tunjangan Kinerja, *Engagement* Pegawai, Budaya Organisasi terhadap Tindak Korupsi memiliki pengaruh negatif terhadap Tindak Korupsi.

Penerapan integritas, kejujuran dan nilai etika, sistem pemberian tunjangan yang berbasis kinerja, kepatuhan terhadap peraturan yang berlaku pada unit kerjanya, serta pelimpahan wewenang kepada pegawai sesuai dengan tingkatan tanggung jawab nya dapat mendukung keberhasilan organisasi dalam mengurangi tindak korupsi.

Kata Kunci: *Efektivitas Pengendalian Intern, Tunjangan Kinerja, Engagement Pegawai, Budaya Organisasi, Tindak Korupsi*

ABSTRACT

This study aims to find and obtain empirical evidence about the influence of Effectiveness Of Internal Control, Performance Allowance, Employee Engagement and Cultural Organization have a positive influence on the act of corruption.

The research was conducted on all employees involved in Driver's license services at Traffic Directorate of Polda Metro Jaya using primary data obtained through interviews and questionnaires were distributed to the respondents. Determination of the sample through purposive sampling and obtained a sample of 100 respondents. Data analysis using SPSS V.23 through validity test, reliability test, Classical Assumptions test and hypothesis testing.

Results validity and reliability test stated that valid and reliable research data and results of classical assumptions test states that the regression equation has the accuracy in estimation, unbiased and consistent. The results showed that the Effectiveness Of Internal Control, Performance Allowance, Employee Engagement and Cultural Organization have a positive influence on the act of corruption.

Implementation of integrity, honesty and ethical values, the system of Allowance based on performance, compliance with applicable regulations on work unit, and the delegation of authority to the employees in accordance with the level of its responsibility to support the organization's success in reducing corruption.

Keywords: *Effectiveness Of Internal Control, Performance Allowance, Employee Engagement, Cultural Organization, Act Of Corruption.*