

ABSTRACT

The purpose of this study is to analyze and obtain empirical evidence whether fraud committed by employees is influenced by factors such as compliance to accounting rules, information asymmetry and organizational justice. In addition, this study also aims to determine whether the effectiveness of internal controls can strengthen / weaken the relationship of compliance to accounting rules, information asymmetry, and organizational justice against employee fraud.

Population in this research is all officer of civil servant which work at regency government of Kotawaringin Barat. Sampling method in this study using purposive non random sampling, with the criteria of structural officers and has worked on the agency at least 2 years, so that obtained 74 respondents.

The results of this study show that of the six hypotheses proposed only three hypotheses accepted. The accepted hypothesis are information asymmetry, have positive effect on employee fraud and effectiveness of internal control be able to moderate the relationship between information asymmetry to employee fraud and organizational justice to employee fraud. While the rejected hypothesis are the influence of compliance to accounting rules, organizational justice and moderation variables effectiveness of internal controls on the relationship of compliance to accounting rules against employee fraud. This study proves that compliance to accounting rules and organizational justice is not a variable that can cause employee fraud. This study also proves that the effectiveness of internal controls have a negative effect on employee fraud. This can be seen from the results of the hypothesis which shows that the effectiveness of internal controls can negatively impact the information asymmetry, organizational justice against employee fraud..

Keywords : *Compliance to accounting rules, Information Asymmetry, Organizational Justice, Effectiveness of Internal Controls*