

ABSTRACT

In the midst of widespread news about corruption cases, more and more women are involved in this practice, raising questions about the factors that encourage them to become involved in corruption. This research uses a phenomenological approach to analyze corruption cases involving women. Researchers conducted in-depth interviews with corruption perpetrators at the Correctional Institution (Lapas) Class IIA Semarang. The results of the interviews revealed that women were involved in corruption due to weak internal controls, which were only a formality, discrimination in careers, exploitation of positions, and the 'aji mumpung' phenomenon. Ineffective internal controls often provide opportunities for corrupt behavior. Furthermore, women often face discrimination in both promotion and professional recognition, which can encourage them to engage in corrupt practices. Exploitation of positions by women involved in corruption often involves using their position and power for personal gain, both financial and non-financial. The 'aji mumpung' phenomenon shows that women tend to take advantage of opportunities to commit corruption in certain situations. The results of this research emphasize the need to improve the internal control system to be more effective and transparent with tiered supervision, as well as the need for greater efforts to reduce discrimination and exploitation of women in the workplace. In addition, increasing awareness of the dangers of corruption and the importance of upholding integrity at all levels of the organization will help overcome this problem. Organizations also need to pay attention to employee stress management by implementing programs that support work-life balance, providing psychological support, and ensuring a balanced workload to reduce the risk of engaging in corrupt practices.

Keywords: *career women, corruption, internal control formality, career discrimination, exploitation of positions, “aji mumpung”.*