ABSTRACT

The government has recently paid more attention to the integrity of civil servants in providing public services. This is an effort to create a service environment that is free from corruption and able to provide excellent service to the public. Therefore, this study attempts to explain the effect of ethical leadership on integrity violations through the integrity climate variable in public sector organizations.

Social Learning Theory explains that a person's behavior can be influenced by the results of individual learning from their environment. This study attempts to provide empirical evidence in the context of public sector organizations about how ethical leadership affects the level of integrity violations in the public sector through integrity climate. The object of this study is one of the institutions in Indonesia that has work units spread across all provinces in Indonesia. Using a systematic random sampling sample selection design, 442 employees were selected who were then asked to fill out a questionnaire. Total of 393 employees were willing to fill out the research questionnaire which was then processed for analysis. PLS-SEM is used for multivariate analysis and data processed using the SmartPLS 3 application.

The results of the analysis show that integrity climate is statistically proven mediating the effect of ethical leadership on integrity violations. Integrity climate mediation is categorized as complementary mediation, where ethical leadership is statistically proven to reduce the level of integrity violations both directly or through integrity climate.

Keywords: corruption, integrity violations, ethical leadership, integrity climate, public sector.