HUMAN RESOURCE MANAGEMENT PRACTICES, AFFECTIVE COMMITMENT AND PERCEPTION TOWARDS CORRUPTION AND BRIBERY IN ROYAL MALAYSIAN POLICE

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HUMAN RESOURCE MANAGEMENT PRACTICES, AFFECTIVE COMMITMENT AND PERCEPTION TOWARDS CORRUPTION AND BRIBERY IN ROYAL MALAYSIAN POLICE

By

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ABSTRACT

The main purpose of this study was to investigate the Human Resource Management practices (training and development, career development, salary and benefits and performance appraisal) and the perception towards corruption and bribery in the Royal Malaysian Police. Specifically, it was aim to investigate the mediating effect of affective commitment between Human Resource Management practices (training and development, career development, salary and benefits and performance appraisal) and perception towards corruption and bribery in the Royal Malaysian Police. The motivation for this study was driven by the inconsistent findings in literature concerning the relationships between the Human Resource Management practices (training and development, career development, salary and benefits and performance appraisal) and the perception towards corruption and bribery. Accordingly, this study has integrated the Herzberg’s Two Factor Theory to map and position the possible relationships between the variables in the research framework. The study utilises a survey questionnaire which was randomly distributed to 700 Royal Malaysian Police officers and staffs from 5,647 in Penang. Out of 412 returned questionnaires, 386 (55%) were found to be completed and was used in the analysis. Correlation and regression analysis was used to analyse the relationship between the related variables in the study. The results revealed that career development, salary and benefits and affective commitment are positive determinants of perception towards corruption and bribery while career development, salary and benefits and performance appraisal are positive determinants with affective commitment. Moreover, a partial mediating effect of affective commitment on the relationships between Human Resource Management practices and perception towards corruption and bribery was confirmed by the findings. Finally, contributions and limitations of the study as well as suggestions for future research were discussed.

Keywords: Human Resource Management, affective commitment, corruption, bribery, Royal Malaysian Police
ABSTRAK


Kata kunci: Pengurusan Sumber Manusia, komitmen afektif, rasuah, sogokan, Polis DiRaja Malaysia
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LIST OF ABBREVIATIONS

ACAB  Anti Corruption Advisory Board
CC    Complaints Committee
CCPP  Consultation And Corruption Prevention Panel
CEO   Chief Executive Officer
FCPA  Foreign Corrupt Practices Act
FDI   Federal Direct Investment
HRD   Human Resource Development
HRM   Human Resources Management
HRMP  Human Resources Management Practices
ICI   Institution for Community Inclusion
KMO   Kaiser-Meyer-Olkin
MACC  Malaysian Anti Corruption Commission
NBI   National Bureau Of Investigation
OECD  Organisation for Economic Co-operation and Development
ORP   Operation Review Panel
PM    Personnel Management
RMP   Royal Malaysian Police
SCC   Special Committee On Corruption
SHRD  Strategic Human Resource Development
T&D   Training And Development
UK    United Kingdom
USA   United States of America
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CHAPTER ONE

INTRODUCTION

1.0 Background of the Study

Previous literature focusing on corruption and bribery reveals that the effects of corruption and bribery on a nation economic performance and in small level firms are inconclusive (Abed & Gupta, 2002; Duvanova, 2014). Popova and Podolyakina, (2014) stated that corruption and bribery has a bad influence on firms and suggest that corruption and bribery has a negative effect on firms as it is proven to be harmful towards the nation economic development. Another point of view suggested that corruption and bribery are the result of uncertainty in the business environment such as the under-provision of public goods which gave an opportunity for officials to seek bribe (Reinikka & Svensson, 2005). The illegality of corruption results in market distortions. Firms who are convicted in giving out bribes will be punished and penalised and will slower the rate of a nation growth and development process.

Bardhan (1997) stated that corruption and bribery is essential as it help business firms to avoid troublesome government regulation. However, this action will affect the level of competitiveness in the business environment negatively. This study reveals that both corruption and bribery can affect a nation growth positively and negatively. This suggested that the impact of corruption should remain as an important issue and should be researched more.

Corruption and bribery in dealings between business firms, government officials and politicians is a complex problem that needs to be tackled from multiple angles. Most anti-
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