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ETHICS AND INTEGRITY IN FINANCIAL MANAGEMENT: AN EXPLORATORY STUDY ON STUDENT AFFAIRS DEPARTMENT OF UNIVERSITI UTARA MALAYSIA

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MASTER OF SCIENCE (MANAGEMENT) UNIVERSITI UTARA MALAYSIA JULY 2016
ETHICS AND INTEGRITY IN FINANCIAL MANAGEMENT:
AN EXPLORATORY STUDY ON STUDENT AFFAIRS DEPARTMENT
OF UNIVERSITI UTARA MALAYSIA

BY
ROSE FAZLINDA YANTI BT ABD RASHID

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Abstract

Ethics and integrity has appeared to be one of the most important issues in managerial field across the globe. Due to the tremendous challenges in managerial field particularly in financial management, the need of high standard ethics and integrity is essential towards better organisation performance. Literatures have revealed the ethical violation in organisation in financial management is not only negatively affecting the organisation performance yet it could lead to bankruptcy. To ensure the implementation of high ethics and integrity of organisation particularly in organisation culture, as well as in leadership and ethics training, there is a need for evaluation of its implementation. This study aims to evaluate the implementation of ethics and integrity and how it contributes towards organisation performance. A real case study which is HEP UUM was used to fulfil the aims of this study. Mix method approach was applied for data collection which involved questionnaire and interview. The findings indicate that ethics in organisation culture, leadership and also training contributes much towards HEP UUM financial management performance. Results also illustrate that most of the employees believe that their organisation do have a proper ethical and ethics in term of organisation culture, leadership and ethics training in financial management. This finding could be used by the HEP UUM as guideline to fostering the implementation of ethics and integrity for a better performance.

Keywords: Ethics and integrity, organisation performance, financial management.
Abstrak


Kata Kunci: Etika dan integriti, prestasi organisasi, pengurusan kewangan.
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<tbody>
<tr>
<td>BIS</td>
<td>Behavioural Integrity Scale</td>
</tr>
<tr>
<td>CIAQ</td>
<td>Corporate Integrity Assessment Questionnaire</td>
</tr>
<tr>
<td>CPI</td>
<td>Corruption Perceptions Index</td>
</tr>
<tr>
<td>HEP UUM</td>
<td>Student Affairs Department</td>
</tr>
<tr>
<td>IIM</td>
<td>Malaysian Institute of Integrity</td>
</tr>
<tr>
<td>MACC</td>
<td>Malaysian Anti-Corruption Commission</td>
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<td>NIP</td>
<td>National Integrity Plan</td>
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<td>PLIS</td>
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CHAPTER ONE
INTRODUCTION

1.1 Research Background

Instead of just focusing on promoting rapid development of Malaysian economy, achieving the high standard of ethics and integrity among the human resources in public and private sector also has become a part of national agenda towards version 2020 (National Integrity Plan, 2007). Thus, several efforts have been taken by the government to enhance the adoption of ethics and integrity among the citizen. For examples, the establishment of Malaysian Anti-Corruption Commission (MACC) and also the development of National Integrity Plan (NIP) in 2004. The main objective of NIP is to ensure the development of economy is parallel with the development high standard of ethics and integrity.

Consequently, in order to fulfil the objective of NIP, an establishment of Malaysia Institute of Integrity (IIM) has been done. IIM is responsible for monitoring and increasing awareness of ethics and integrity among companies and organisations. Unlike the IIM, the Malaysian Anti-Corruption Commission (MACC) or better known as Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) is responsible to deal with any unethical behaviour or cases among the public and private organisations. The recent statistics from Corruption Perceptions Index (CPI) has placed Malaysia in 50th out of 175 other countries in the world with score of 50. The CPI of Malaysia in 2014 has decreased compare to 2014, 2013 and 2012 with the score of 52, 50 and 49 respectively.
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REFERENCES


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