

**PENGARUH FAKTOR INDIVIDUAL DAN FAKTOR SITUASIONAL
TERHADAP NIAT *WHISTLEBLOWING* INTERNAL-EKSTERNAL
DENGAN VARIABEL PEMODERASI PERSEPSI DUKUNGAN
ORGANISASI**

INTISARI

Penelitian ini bertujuan untuk menguji secara empiris pengaruh faktor individual (sikap, kontrol perilaku, komitmen organisasi) dan faktor situasional (*personal cost*, keseriusan pelanggaran, status pelanggar) terhadap niat *whistleblowing* internal-eksternal dengan persepsi dukungan organisasi sebagai variabel pemoderasi. Penelitian ini menggunakan metoda survei dengan responden sebanyak 127 karyawan tetap Universitas Muhammadiyah Yogyakarta (UMY). Hasil penelitian menggunakan analisis regresi berganda menunjukkan sikap berpengaruh signifikan terhadap niat *whistleblowing* internal dan persepsi dukungan organisasi berpengaruh signifikan sebagai variabel pemoderasi yang memperkuat pengaruh kontrol perilaku terhadap niat *whistleblowing* internal-eksternal.

Kata Kunci: Sikap, kontrol perilaku, komitmen organisasi, *personal cost*, keseriusan pelanggaran, status pelanggar, persepsi dukungan organisasi, niat *whistleblowing* internal-eksternal.

**THE INFLUENCE OF INDIVIDUAL AND SITUATIONAL FACTORS ON
INTERNAL-EXTERNAL WHISTLEBLOWING INTENTION WITH
MODERATING VARIABLE PERCEPTIONS OF ORGANIZATIONAL
SUPPORT**

ABSTRACT

This research aims to examine the influence of the individual factor (attitude, control, behavior, and organizational commitment) and the situational factor (personal cost, violation seriousness, violator status) empirically toward the whistle blowing intention of the internal-extern with the perception of the organization support as the moderating variables. This research used survey method with 127 respondents of the permanent staffs of Muhammadiyah University of Yogyakarta (UMY). The result of this research used double regression showing the influential behavior of the internal whistle blowing intention and the organizational support perception having significant influence as the moderating variables which strengthen the influence of the behavior control toward the internal-external whistle blowing intention.

Key Words: Attitude, behavior control, organizational commitment, violation seriousness, violator status, perceptions organizational support, internal-external whistleblowing intention.