The Role of Anti-Corruption Education and Training for All Company Employees

ABSTRACT

This article collects and analyzes various sources of information to understand the concept and importance of anti corruption education in the corporate setting. It discusses the benefits companies can gain from implementing such programs and the strategies that can be adopted. Corruption may occur within organizations, whether openly or in more subtle forms. By understanding the principles of honesty and integrity, employees can better recognize signs of corruption and be more prepared to handle them. However, without the right strategy and leadership support, anti corruption education may not achieve its intended impact. Therefore, a systematic approach is needed to ensure employees comprehend its importance and avoid corrupt behaviour.

Keywords: *integrity, anti corruption, strategy, corruption, education*

INTRODUCTION

The word corruption comes from the Latin word corruptio or corruptus. Corruption has various meanings, including the act of damaging or destroying. Corruption is also defined as rottenness, ugliness, depravity, dishonesty, bribery, immorality, deviation from purity, insulting or slanderous words or statements. The word "corruption" entered English as "corruption" or in Dutch as "corruptie." The Dutch word "corruptie" entered Indonesian vocabulary as "korupsi." According to the Big Indonesian Dictionary (KBBI), corruption is the misappropriation or misuse of state funds (companies, organizations, foundations, etc.) for personal gain or for the benefit of others (aksi-informasi, 2023).

Corruption can also be defined as a deviation from one's duties and responsibilities, as defined by experts, such as Robert Klitgaard, who concludes that corruption is behavior that deviates from the official duties of a position in the state to obtain status or monetary benefits related to personal gain (individuals, close family, or groups).

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Most corruption can also occur due to personal motivations and interests that benefit oneself. Sheikh Hussein Alatas defines corruption as the subordination of public interest to personal gain, encompassing violations of norms, duties, and the public welfare, carried out with secrecy, betrayal, deception, and indifference to the consequences suffered by the people. Haryatmoko defines corruption as an attempt to interfere by using the power gained from one's position to misuse information, decisions, influence, money, or wealth for one's own benefit (CNN Indonesia, 2025)

Corruption can cause several companies to go bankrupt, for example by manipulating financial reports by creating unreal debts/receivables and purchase down payments, making it appear as if the company's targets have been achieved. As happened to PT Indofarma Global Medika (IGM), a subsidiary of Indofarma Tbk (Persero), so that it was unable to fulfill its debt payment obligations which first entered the Debt Payment Suspension (PKPU) period since May 30, 2024 and was declared bankrupt by the Commercial Court at the Central Jakarta District Court (Rizki, 2025)

In combating corruption, LAW OF THE REPUBLIC OF INDONESIA NUMBER 31 OF 1999 regulates the eradication of criminal acts of corruption, which was later amended by Law Number 20 of 2001 from Article 1 to Article 12 (Munandar, 2024). Several companies have also made efforts to prevent such corrupt practices, such as PT.KAI. In its efforts to prevent corruption, PT.KAI has established an Internal Supervisory Unit, a Whistleblowing System, a Gratification Control Unit, and an Asset Reporting Management Unit. The gratification control guidelines direct employees to report any form of gratification received or refused (Nisa, 2023). Education is a very important instrument in shaping integrity,anti-corruption, and character (Hasan et all., 2023) Therefore, human resource development has become PT.KAI's main focus

in preventing employee involvement in corrupt practices, including through training programs covering the whistleblowing system, gratification control, good corporate governance (GCG), and the Anti-Bribery Management System (Nisa, 2023)

Based on these events, this study focuses on understanding the urgency of anti-corruption education in the corporate environment, especially in Indonesia, which has a unique national identity due to its diversity of ethnicities, religions, races, cultures, and languages (Hasan, 2025). It also focuses on the benefits of anti-corruption education so that appropriate measures or strategies can be taken before corruption occurs. This research will be very helpful in supporting the development of several strategies that can be implemented within companies.

PROBLEM FORMULATION

1. Why is anti-corruption education important for employees in a company?

2. What are the benefits of anti-corruption education?

3. What strategies can be effectively implemented within a company?

RESEARCH METHODS

This article was written using a qualitative descriptive article writing method based on literature review involving:

1. Information Gathering: Gathering information about the importance of anti-corruption education, the benefits that can be obtained, and strategies that can be applied, from various sources.

2. Information Analysis: Analyzing the information that has been collected to understand the concept of anti-corruption education and strategies that can be implemented in companies.

3. Article Writing: Writing articles that explain the concept of anti-corruption education, the benefits that can be obtained, and strategies that can be implemented in companies.

RESULT AND DISCUSSION

The Importance of Anti-Corruption Education

Anti-corruption education is an educational program about corruption that aims to build and increase citizens' awareness of the dangers and consequences of corrupt practices (Montessori, 2012). Similarly, in the corporate context, anti-corruption education in the workplace serves as an effort to prevent, identify, and deal with corrupt practices that occur in the work environment. This is very important because corruption can harm companies, disrupt economic growth, and damage public trust (Pratama, 2023).

Anti-corruption education is inseparable from the values contained in the Pancasila value system, which has a hierarchical and pyramidal structure. The principle of belief in one supreme God is at the top, serving as the spiritual and ethical foundation for the other four principles, while the principles of humanity, unity, democracy, and social justice are derivations or manifestations of the first principle in the social, political, and economic dimensions (Notonagoro, 1983)

An understanding of anti-corruption education allows us to conclude that this education has a number of general objectives, namely:

a) Building an anti-corruption culture in various sectors and levels of society, including government, private sector, and civil society.

b) Shaping a generation with high integrity values that is not easily involved in corrupt practices.

c) Improving people's life skills so that they can make the right decisions, solve problems creatively, and play an active role in eradicating corruption.

d) Raising public awareness of the law so that people can comply with the law and demand law enforcement against perpetrators of corruption.

e)   Encourage public participation in the process of formulating, monitoring, and evaluating public policies related to the prevention and eradication of corruption (Muallif, 2024)

The general objectives of anti-corruption education can be implemented in the corporate environment because they are in line with organizational values and are very important in helping employees avoid the risk of engaging in corrupt practices.

Benefits of Anti-Corruption Education for Companies

By learning about the importance of anti-corruption knowledge and education, companies can gain a number of key insights that are highly relevant in the workplace. This education not only raises individual awareness of the dangers of corruption, but also provides a strategic foundation for organizations to build robust systems to prevent and deal with potential misconduct. Some of the key benefits and insights that companies can manage and develop include:

a)   The formation of an anti-corruption culture in the workplace:

Anti-corruption education plays an important role in instilling values of honesty, responsibility, and accountability at all levels of the organization. When these values are established early on and applied consistently, all elements of the company, from top management to operational staff, will have a collective awareness to not tolerate even the slightest practice of corruption. By getting used to thinking and acting ethically, a clean and ethical work culture will be established and corruption-free environment will develop naturally. This culture is the first line of defense in preventing misconduct within the organization.

b)   Strong employee integrity to avoid the intention to commit corruption:

Anti-corruption education is not only about understanding what corruption is, but also aims to build moral awareness and personal integrity. Integrity is a key quality that every individual must have in carrying out their duties. With adequate knowledge, employees will be better prepared to face ethical dilemmas and pressures that can lead to corrupt practices.

Integrity is the moral foundation that encourages a person to do the right thing, even when no one is watching. Anti-corruption education reinforces the understanding that integrity is a core value that must be upheld in every professional action. Through this learning process, employees are trained to make ethical decisions, refuse to abuse their authority, and be able to deal with stressful situations wisely and responsibly.

c)   Reducing the risk of corruption and improving company efficiency:

Corruption often leads to budget waste, inefficient procurement of goods and services, and weakens the supervisory system. Through anti-corruption education, companies can build strong internal prevention and control systems, thereby reducing the risk of losses and improving organizational efficiency and performance.

Corruption also poses a serious risk to the continuity of company operations. In addition to potentially causing financial losses, corruption can permanently damage a company's reputation. Therefore, a good understanding of how corruption occurs, including its hidden modes, is very important. This knowledge enables companies to design effective internal control systems, such as the implementation of strict SOPs, comprehensive audit systems, and separation of duties as a form of risk mitigation.

d)   Understanding employee awareness and knowledge of the dangers of corruption:

Corruption often occurs not solely because of malicious intent, but because of a lack of understanding about the forms of corruption and their impact. Anti-corruption education provides comprehensive insight into various types of corruption, both obvious ones such as bribery, and hidden ones such as conflicts of interest and nepotism, or as explained in 13 articles in Law 31/1999 and its amendments were later formulated into 30 types of corruption crimes. These 30 types have been simplified into 7 types of corruption crimes, namely corruption related to state financial losses, bribery, embezzlement in office, extortion, fraudulent acts, conflicts of interest in procurement, and gratification.

Corruption is not only a violation of the law, but also undermines social justice, widens economic inequality, and erodes public trust. Therefore, anti-corruption education plays an important role in building awareness that corrupt practices are not only detrimental to the company, but also to the entire ecosystem around it. By understanding the individual and systemic consequences of corruption, every employee will be encouraged to be more vigilant, ethical, and responsible in carrying out their duties and authorities.

e)   Employee skills to prevent corruption

Anti-corruption education is not only theoretical but also practical. Employees are equipped with the skills to recognize the early signs of corruption, such as

non-transparent transactions, unhealthy relationships between coworkers and vendors, or suspicious changes in individual behavior (KPK, 2024)

Integrity values can start from the highest leadership of each institution. If superiors are committed, then others will follow. When there is intent and rationalization, all employees still have the potential to commit corruption. Therefore, let us strengthen each other to avoid the intent to commit corruption (Auli, 2025)

With a deep understanding and comprehensive implementation of anti-corruption education, companies not only strengthen the foundation of moral values and work ethics that are the main pillars in creating integrity, but also succeed in building an organizational climate that is transparent, accountable, and free from corrupt practices. This condition becomes vital capital for companies to mitigate the risk of irregularities and increase stakeholder trust in a sustainable manner. Therefore, the next crucial step is to design and implement strategies that systematic and structured, in order to ensure the effectiveness of anti-corruption education in a sustainable and adaptive manner to the dynamics of the work environment. Discussion of this strategy will be the main focus of the next section.

Anti-Corruption Education Strategy

Character education in the digital age raises a number of issues that need serious attention. Problems arise mainly in relation to digital ethics, where indifference to privacy rights, the spread of false information, and indecent behavior can easily infiltrate the mindset. In addition, dependence on social media can also trigger issues related to self-image and the need for online validation, which can damage character integrity (Hasan et. all., 2024)

In an effort to overcome obstacles to digitalization, one example is PT. KAI's commitment to preventing corruption, which is realized through the principles of good corporate governance (GCG), support for an anti-fraud system, a whistleblowing system, and the implementation of the ISO 37001:2016 Anti-Bribery Management System as the foundation for the company's operations, maintaining transparency through financial reporting and information disclosure (Nisa, 2023)

By utilizing information technology, the company provides information facilities through public portals and applications owned by PT. KAI. In addition, PT. KAI also collaborates with institutions such as the Corruption Eradication

Commission (KPK), the Police, and the Attorney General's Office to eradicate corruption. Through a cooperation agreement, PT. KAI integrates with the KPK in handling complaints through the Whistleblowing System, ensuring the effectiveness and efficiency of complaint handling. The cooperation efforts undertaken by PT. KAI and the KPK in setting an example in realizing an anti-corruption attitude through the Integrity Reflection and Actualization Training (PRESTASI) program (KPK, 2023).

With the PRESTASI Program as a joint effort, it is hoped that it can serve as a mutual reminder and strengthen integrity, so that progress in digitalization is no longer an obstacles in carrying out tasks. Through this strong synergy and commitment, PT. KAI has not only built a solid foundation for corruption prevention, but also emphasized the importance of anti-corruption education as a strategic step towards creating a sustainable culture of integrity within the company.

Anti-corruption education in the workplace is a long-term investment to create a culture of integrity and professionalism in the organization. With the right steps, companies can reduce corruption-related risks, strengthen their reputation, and make a positive contribution to anti-corruption efforts (Pratama, 2023)

From this example and various research results, several effective anti-corruption strategies can be concluded for implementation in companies, namely:

a)   Integration of Anti-Corruption Values in Training: Integrating anti-corruption values into employee training can help increase their awareness and knowledge about the dangers of corruption (Muallif, 2024)

b)   Leadership Commitment: Company leaders must set an example and demonstrate their commitment to fighting corruption. According to AKSI-INFORMASI, one example of corruption committed by leaders is deliberately embezzling money or securities, or falsifying books or lists specifically for administrative audits. An example of embezzlement in office is when law enforcement officers tear up and destroy evidence of bribery to protect the bribe giver (KPK, 2022)

c)   Use of Technology and Social Media: Utilizing technology and social media to spread anti-corruption messages is a highly effective strategy, especially for reaching young people who are very active on digital platforms. Educational

content, such as videos, infographics, and articles discussing the dangers of corruption and ways to prevent it, can be disseminated on a massive scale.

d)   Anti-Corruption Training Programs: The Corruption Eradication Commission (KPK) has established anti-corruption training programs that can be used as a reference for companies.

such as the PRESTASI (Reflection and Integrity Actualization Training) program. This program aims to build exemplary integrity values and foster an anti-corruption attitude among civil servants and company employees.

e)   Anti-Corruption Policy: Company management must develop and communicate a clear anti-corruption policy. This policy must affirm the company's intention to fight corruption and provide guidelines on prohibited actions.

f) Reporting Mechanism: It is important to provide a secure and anonymous reporting mechanism for employees who wish to report suspected corruption. This mechanism must be protected from retaliation.

g) Monitoring and Auditing: Companies must conduct regular internal monitoring and auditing to check compliance with anti-corruption policies. This can help in identifying high-risk areas.

h)   Partnerships with External Institutions: Companies can establish partnerships with external institutions such as the Corruption Eradication Commission (KPK) or other anti-corruption organizations to obtain guidance and support in anti-corruption efforts.

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j)   Rewards and Sanctions: Management must implement an appropriate reward and sanction system to reward anti-corruption behavior and punish perpetrators of corruption.

k)   Continuous Evaluation and Improvement: Companies must periodically evaluate the effectiveness of their anti-corruption programs and make continuous improvements based on findings and feedback from employees and external parties (Zahro, 2025). This is because evaluation and improvement enhance

efficiency, quality, learning, self-capacity, sustainable growth, responsibility, and professionalism in achieving goals (KPK, 2023).

CONCLUSION

Based on the discussion, it can be concluded that anti-corruption education plays a crucial role in building and upholding a culture of integrity and professionalism within the company. This education program not only serves as a preventive measure in reducing the risk of corrupt practices, but also contributes significantly to improving operational efficiency and strengthening the reputation and trust of stakeholders in the company.

The success of anti-corruption education implementation greatly depends on the commitment and example set by company leaders, who must consistently promote integrity values in every aspect of organizational governance. In addition, optimizing the use of information technology and social media is an effective strategy to expand the reach of education and increase employee awareness, especially among the younger generation who are very active in the digital environment.

Companies also need to ensure the availability of reporting mechanisms that are secure, transparent, and protected from the risk of retaliation, in order to encourage active employee participation in detecting and reporting potential acts of corruption. Equally important is the need for strict internal supervision and periodic audits as a means of risk mitigation and program effectiveness evaluation.

Therefore it is recommended that companies continuously develop and integrate anti-corruption education into their core values and human resource management strategies. Program evaluation and improvement must be carried out systematically and adaptively in response to the dynamics of the work environment and developments in applicable regulations, so that efforts to eradicate corruption can be effective and sustainable, contributing positively not only to the company but also to society at large.

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