

Survei Penilaian Integritas



Book of Report | 2017



BOOK OF REPORT

Survei
Penilaian
Integritas
2017



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Abstract

A Clean governance concept continues to be delivered both at the central and regional levels. One of the most significant problems identified to hold up this effort is the lack of bureaucracy integrity. This condition could have an impact on public services that are not accountable or budget leaks. Various attempts to solve corruption is through integrity improvement that has been initiated by multiple M / I / RG (Ministries / Institutions / Regional Governments). But unfortunately, the achievement to solve this corruption problem efforts still does not have an objective measure.

The Integrity Assessment Survey (SPI) is the answer and diagnostic tools that can help to structure the corruption problem that has been solved out by M / I / RG. This activity is a collaboration of the Central Statistics Agency (BPS) and the Corruption Eradication Commission (KPK) that has been carried out since 2016. In 2017, the IAS includes 6 Ministries / Agencies, 15 Provincial Governments, and 15 District / City Governments.

The results of the SPI 2017 presented in this report and expected to give an impact for M / I / RG as a basis to improve corruption prevention programs. Thank you for all who helped implement IAS 2017 well. Criticism is expected to enhance the implementation of similar activities in the future.

Jakarta, Desember 2017

Team

Integrity Assesment Survey 201

Executive Summary

The 2017th Integrity Assessment Survey (SPI) project goal has structured the condition of integrity and publishing achievement of preventing corruption in M / I / RG which are targeted by corruption prevention activities by the KPK. SPI 2017 was implemented at 36 M / I / RG at the center and region that consist of each M / I / RG 130 respondents and 60 internal respondents, 60 external respondents, and 10 (ten) experimental respondents. Internal respondents are the State Civil Apparatus (ASN) as the focused survey. External respondents are users of public services provided as the focused survey.

While the experimental respondents are the speakers, who are considered to be the most master of the quality of public services carried out by agencies as the focused survey. The IAS 2017 center includes 6 (six) Ministries / institutions, 15 (fifteen) provincial governments and 15 (fifteen) district / city governments.

The results of the SPI 2017 Integrity Index for ministries/ institutions have a range of 65.43-76.54, while for regional governments is 52.91-77.39 from scale 0 out of 100. The 6 ministries/institutions which are the SPI 2017 focused on, the highest achievement of the Integrity Index is at the Ministry of Finance (Director General of Customs and Excise) with a score of 76.54, while the lowest Integrity Index achievement is at the Supreme Court with a value of 65.43. For integrity in the regional government, the highest performance of the Integrity Index is Banda Aceh City Government with a score of 77.39, while the lowest Integrity Index achievement is Papua Provincial Government with a score of 52.91.

According to the results of the Internal Integrity Assessment Survey, a lot of problems still occurred in all aspects of SPI's internal assessments in 2017. The most significant issues that always arise are the presence of brokers, gratuities, corruption in work units, nepotism in employee recruitment and promotion, and budget fraud in useless procurement and fictive official travel.

The External Integrity Assessment Survey concluded that significant problems in the case of transparency aspects, anti-corruption systems, and employee integrity. Service users said that there are employees that tread others unfairly and that is not based on the rules, closeness, ethnicity, or alma mater; not trusting on the follow-up of corruption actors or reporters, yet the achievement of employees who uphold honesty and freedom as personal interests.

Based on that problems, we give some recommendations that are propose to Ministries / Institutions / Local Governments related to improving organizational culture through managing conflicts of interest and strengthening the code of ethics, reducing the role of intermediaries, increasing awareness of corruption risks at the corporate level. Also, the anti-corruption system is enhance through improving the effectiveness of anti-corruption socialization, law enforcement, and consistency, strengthening the whistleblowing system, and protecting reporters.



Table of Contents

Abstract	3
Executive Summary	4
Table of Contents	5
List Of Figure	6
List Of Table	7
Chapter 1 Preface	9
1.1. Background Of The Problem	10
1.2. Problem Issued	11
1.3. Objective	11
1.4. Advantage	11
1.5. Target	11
Chapter 2 Methodology	13
2.1. Assessment Framework	14
2.2. Data Collection Method	15
Chapter 3 Index Framework	17
3.1. Index Result Framework	18
3.2. Variable	21
3.3. Value Of Variable Index	22
Chapter 4 Survey Result	29
4.1. Profil Respondent Spi 2017	30
4.2. The Result Of Spi 2017	32
Chapter 5 Conclusion	39
5.1. Conclusion	40
5.2. Suggestion	40
Bibliography	41
Attachment	42



List Of Figure

Figure 2.1	Framework Assesment	14
Figure 3.1	Integrity Value Assesment Framework Score	20
Figure 3.2	Integrity Index Formula	21
Figure 3.3	Internal Value Index Formula	22
Figure 3.4	External Index Value Formula	25
Figure 3.5	Expert Index Value Formula	26
Figure 3.6	Error Formula	27
Figure 4.1	Characteristic Internal Respondent Spi 2017 Based On Locus Survey	30
Figure 4.2	Characteristic External Respondent Spi 2017 Based On Locus Survey	31
Figure 4.3	Characteristic External Respondent Spi 2017 Based On Locus Survey	32
Figure 4.4	Integrity Index K/L/Pd Spi 2017	32
Figure 4.5	Integrity Index Of Ministry/Institution On Spi 2017	33
Figure 4.6	Integrity Index Of Regional Government (Lowest To Higest) On Spi 2017	33



List Of Table

Table 3.1	Variable And Weight Of Internal Index Factor Assesment	23
Table 3.2	Variable And Weight External Index Assesment	25
Table 3.3	Variable And Weight Of Expert Index Assesment	26



CHAPTER 1

Preface



- 1.1. Background Of The Problem
- 1.2. Problem Issued
- 1.3. Objective
- 1.4. Advantage
- 1.5. Target

CHAPTER 1

Preface



1.1. Background of the Problem

Corruption is a problem that faced by most countries in the world, including Indonesia. Corruption is considered a serious threat that can endanger the development of the life of the nation because it undermines the development of the country and people's welfare. The damage caused is not merely enough because it is a massive scale with long-term impacts. On its development, corruption was not only widespread but also carried out systematically. In the end, corruption is not only attached to state finances but also violated the social and economic rights of the people. By this definition, corruption is classified as an extraordinary beside terrorism and narcotics crimes and needs to be prioritize.

Indonesia increases the awareness behavior of fighting corruption is also like having become the "trend" of the world, along with the increasing number of regulations made to reduce this problem through Law No. 7 of 2006 and ratified the 2003 United Nations Convention against Corruption (UNCAC Convention). On a national scale, the strength of the Corruption Eradication Commission (CEC) coupled with the Law on Money Laundering (TPPU) was partially do their role very serious to minimize corruption. With strong enforcement and effective prevention and with the effect it is hoped corruption problems Indonesia will be gone.

The efforts to eradicate corruption will only succeed if we could face the root of the problem. One source that caused corruption is the lack of integrity at both the organizational and individual levels. The approach to

"Indonesia increases the awareness behavior of fighting corruption is also like having become the "trend" of the world, along with the increasing number of regulations made to reduce this problem through Law No. 7 of 2006 and ratified the 2003 United Nations Convention against Corruption (UNCAC Convention)."

eradicating corruption and build integrity needs to be encouraged. Without improving integrity, no matter how good the system is, collusion will appear. The fight against corruption will be very challenging.

Having integrity that starts from an individual, organizational and national levels is the best defense to prevent corruption. In Indonesia, these efforts have been done, initiated by various M / I / RG. Based on this reason, a diagnostic tool is needed to help public organizations and structured integrity issues, develop prevention and action programs, and measure the success of corruption prevention strategies. The Central Statistics Agency (CSA) together with the Corruption Eradication Commission

(CEC) did an Integrity Assessment Survey (IAS). IAS 2017 is the second activity carried out by CEC and IAS. Similar operations had been carried out in 2016.

1.2. Problem Issued

- What is the level of integrity in M/I/RG in Indonesia?

1.3. Objective

In general, SPI 2017 goals are to structure the condition of integrity and publish achievements in preventing corruption in some M / I / RG targeted by the KPK. Specifically, this report objectives are:

1. Showing the integrity index in M/I/RG,
2. Show an overview of integrity problem in M/I/RG.

1.4. Advantage

The benefits that can be achieve from the SPI 2017 results, especially for KPK and M / I / RG in some focus survey. Some specific interests of the results of the SPI 2017 activities include:

1. Tool to identify improvement priority areas that majorly do corruption, as a basis for improving corruption prevention programs in M / I / RG.
2. Providing corruption prevention achievements and anti-corruption activities that have been carried out in M / I / RG
3. Encourage community participation to improve the integrity and increasing public trust in M / I / RG.

1.5. Target

SPI 2017 was implemented at 36 M / I / RG with a target sample of each M / I / RG are 130 respondents; consisting of 60 internal respondents, 60 external respondents, and 10 (ten) experimental respondents. There are 6 (six) Ministries / institutions, 15 (fifteen) provincial governments and 15 (fifteen) district / city governments covered in this survey, namely

• 6 Ministries/Institutions:

1. Mahkamah Agung
2. Kepolisian RI
3. Kementerian Kesehatan
4. Kementerian Perhubungan
5. Kementerian Keuangan (Dirjen Bea Cukai)
6. Badan Pertanahan Nasional (BPN)

• 15 Provinve Government:

1. Provinsi Aceh
2. Provinsi Sumatera Utara
3. Provinsi Sumatera Barat

4. Provinsi Riau
5. Provinsi Jambi
6. Provinsi Bengkulu
7. Provinsi Kepulauan Riau
8. Provinsi Jawa Barat
9. Provinsi Banten
10. Provinsi Nusa Tenggara Timur
11. Provinsi Kalimantan Tengah
12. Provinsi Sulawesi Tengah
13. Provinsi Maluku Utara
14. Provinsi Papua Barat
15. Provinsi Papua

• 15 District/City Government:

1. Kota Banda Aceh
2. Kabupaten Deli Serdang
3. Kota Padang
4. Kota Pekanbaru
5. Kota Bengkulu
6. Kabupaten Klaten
7. Kota Madiun
8. Kota Tangerang
9. Kabupaten Badung
10. Kota Mataram
11. Kota Palangkaraya
12. Kota Banjarmasin
13. Kota Samarinda
14. Kota Palu
15. Kota Makasar

Local Government survey focused on 6 (six) agencies, while Ministries / Agencies are adjusted to public services provided at the survey locus. The survey locus was determined purposively by the KPK considering that it was the second echelon unit of M / I / RG which was the focus of attention in preventing corruption. Therefore the resulting index only describes the integrity condition at the survey locus so that it cannot be generalized for M / I / RG assessment in general.

CHAPTER 2

Methodology



- 2.1. Assessment Framework
- 2.2. Data Collection Method

CHAPTER 2

Methodology

2.1. Assessment Framework

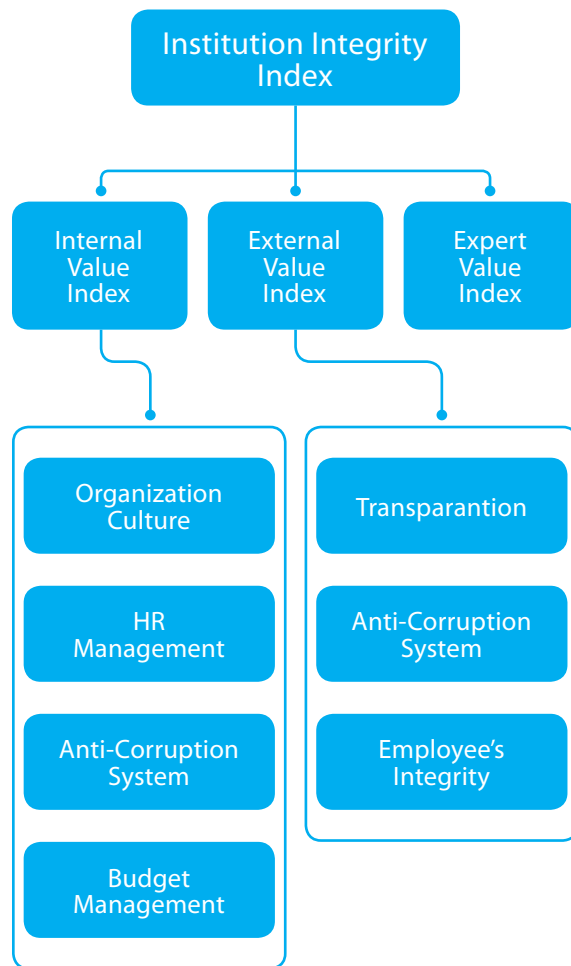
Institutional integrity is a frame of the integrity of employees who work at the institution. But it needs to be realized that honesty is a multidimensional concept that is not easily measured. Also, there is no indicator of evaluation of employee integrity because the standards for evaluating integrity by each can be various. Measurement of institutional integrity needs to involve multidimensional variables based on multiple data sources. Analyses should not only found on internal employee data sources but also include the assessment of service users and the opinions of resource persons who have been involved in the institution or are aware of the conditions of institutional integrity. In SPI 2017, what is meant by integrity is an assessment by using a combination of perceptual and experiential approaches (direct or indirect) regarding how organizations, in this case, represented by public officials/officials in carrying out their tasks, do so transparently, accountably and anti-corruption.

Assessment of institutional integrity can be seen from the way employees or public officials carry out their duties transparently, accountable and do not commit corruption. The combination of perceptions and experiences of respondents needs to be consider for conducting assessments. Internal assessments carried out by employees as members of the institution need to look at institutional integrity regarding organizational culture, the existence of an anti-corruption system, the implementation of human resources and budget management. The involvement of external or service users is needed to provide an assessment based on their experience interacting with specific institutions. Evaluations provided by service users need to include transparency, the existence of an anti-corruption system, and an evaluation of employee integrity in general. On the other hand, the evaluation of experts or expert sources is needed to express the issue of integrity in the institution comprehensively. The visual integrity measurement framework was presented in Figure 2.1 below.

Thus, the measure of integrity is a combination indicator that combines 3 (three) sides of assessment from the internal perspective of employees, external-perspective of service users and observers of important institutional integrity. These integrity measurements are also open with the use of secondary data that supports the accuracy of the measure of integrity produced. Some

secondary data that include reports of public complaints related to problems might be used of integrity in institutions, compliance of state officials in related institutions in reporting on State Official Wealth Results (LHKPN) and so on.

Figure 2.1
Framework Assesment



2.2. Data Collection Method

The SPI 2017 data collection method is semi-self assessment so that the respondent can read and answer questions directly on the Android provided, but the interviewer will still guide by reading each issue. The survey respondents consisted of 3 (three) groups, namely



“Assessment of institutional integrity can be seen from the way employees or public officials carry out their duties transparently, accountable and do not commit corruption.”

the first group came from internal respondents who were ASN at the survey locus, the second group came from external respondents who were service users at the survey locus, and the third group came from several experts/ community leaders which controls the quality of public services that are carried out by agencies where the locus is located.

a. Locus Survey

The survey locus in the ministry is an echelon II equivalent unit that provides certain public services which are the focus of the KPK's attention. Meanwhile, the survey locus at the provincial / district/city government includes 6 (six) specific agencies, namely the Public Works Agency, the Education Office, the Health Office, the Regional Revenue Service, the One-Stop Integrated Service, and the Goods and Services Procurement Unit (ULP).

b. Sample Target

The number of samples in each organizational unit is 60 internal respondents and 60 external respondents and ten experimental respondents. To obtain an ideal sample distribution, the number of samples needs to follow the distribution per locus. For groups of internal respondents, the distribution of samples for each locus on information is proportionally based on the number of employees at each locus. For the external group of respondents, the distribution of samples for each locus is distributed upwardly and prioritized in the service window, and if the fulfillment of samples at one locus cannot be fulfilled, it can allocated to another locus.

c. Choosing Internal Sample

Internal respondents are ASNs who have worked for at least one year. The selection of respondents is made randomly (on the spot) when the officer comes to the unit with a predetermined sample target. Survey locus was conducted at echelon II units so that the private respondent coverage at each locus was an employee of the intended echelon II unit. The place of the interview sought in each workspace (to avoid bias responses from respondents). To ensure the representation of sample quota, the sample quota is distributed

- All Echelon II or the same level with Echelon II
- Echelon III & IV positions and staff are selected proportionally.

d. Choosing External Sample

In general, service methods accessed by external respondents can be differentiated into service counters



and non-counter services. For this reason, the purpose of selecting samples used needs to be distinguished, namely:

Service Counters

- Eligible respondent is service users who have finished accessing services at the counter (for new ones), or the respondent has already obtained the service counter until it has completed within the maximum period of service in the last 12 months.
- The sample selection method done by Time Location Sampling (TLS), which considers the Time Slot. The time slot determined as the busiest time of service at the ticket window. This survey set at 3 hours during the active window. The use of time slots requires information on the average number of service users per day that has completed.
- After the target per service is determined, by considering aspects of field operational convenience, the sample selection is carried out with the principle of "accidental random sampling", i.e. the sample is taken in accordance with the respondent's arrival at each counter until the expected target at the busiest time or time has determined first.

Non-Counters Service (Stakeholders)

- The selection of stakeholder respondents determined by using a list of service users (customer list) as a sample framework. By considering the operational aspects, the customer list is defined in the span of the last one year and is in the same city. A long time span makes it easy to achieve the target because the list will be more and more

e. Choosing Expert Sample

The Expert survey sample is intended for interviews with several people who have comprehensive knowledge of integrity, corruption and other issues related to survey loci. The selection of respondents is made by first determining prospective candidates who are competent with the criteria set. This technique is known as targeting sampling or sampling methods by considering the target population that is fixed.

The number of experimental samples for each locus has been determined as many as 10 (ten) people whose elections submitted to each region. Officers interviewed not all experimental respondents from BPS, 7 people were the responsibility of the KPK to interview, while BPS was tasked with talking 3 (three) experimental people.

CHAPTER 3

Index Framework



- 3.1. Index Result Framework
- 3.2. Variable
- 3.3. Value Of Variable Index

CHAPTER 3

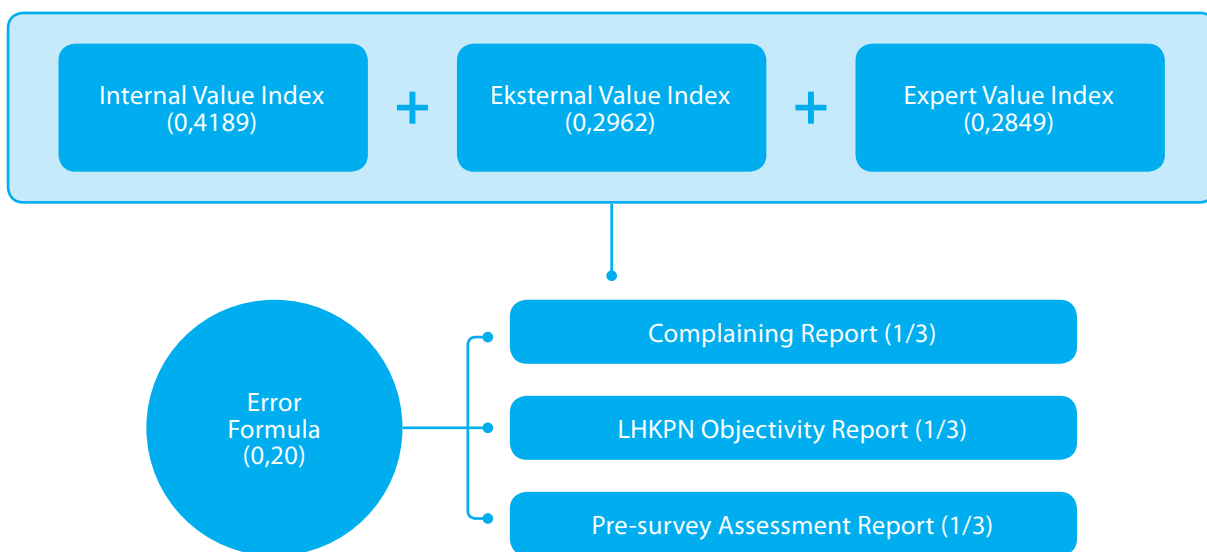
Index Framework

3.1. Index Result Framework

The calculation of the Integrity Index uses a scheme of combining indices obtained from three main dimensions, namely the internal valuation index, external valuation index, and experimental valuation index. The Internal Assessment Index is calculated based on employee ratings at each survey locus regarding organizational integrity. The External Assessment Index is calculated based on the assessment of public service users at the survey locus. The expert assessment index is calculated based on the evaluation of several speakers or experts who are considered to have comprehensive knowledge regarding issues of integrity and corruption in specific Ministries or Local Governments.

The calculation of the Integrity index also includes correction factors as an integral part of the formation of the Integrity Index. The Correction Factor acts as an index balancer resulting from an internal, external and experimental valuation index with the real conditions of the integrity of the Ministry or Regional Government. Correction factors used as a deduction factor for index size by using 3 (three) secondary data, namely complaint reports, LHKPN compliance reports and number of direction events conducted by agencies before the implementation of this survey.

Figure 3.1
Integrity Value Assessment Framework Scoring



The determination of the weight in each of the main dimensions is calculated using the Analytical Hierarchy Process (AHP) method carried out by the KPK. AHP was conducted by involving 22 experts consisting of eleven experts from external parties and eleven other experts from the internal KPK. Expert speakers from external parties came from a variety of backgrounds, including academics from the University of Indonesia (UI) and Gadjah Mada University (UGM), Anti-Corruption Civil Society Organizations (CSO) (Transparency International

Indonesian / TII), experts related to National Strategic Affairs (National Strategy) from the Presidential Staff Office (KSP) and Bappenas, SDO CSOs and other anti-corruption experts. Meanwhile, secondary data related to the Complaints Report and the LHKPN Compliance Report to calculate correction factors provided by the KPK. The KPK as an institution that is considered to have an in-depth understanding of the intricacies of corruption in Indonesia also contributes to the weighting of the correction factor of 20 percent

The index calculation of these three main dimensions is carried out separately for each aspect of the internal assessment, external assessment or experimental judgment. The method used to calculate the index in the three main dimensions are the Principal Component Analysis (PCA) method. In general, the stages of

calculating this index include 1) Determination of analysis variables; 2) Scale variable equivalence; 3) Determination of the weight of each variable; 4) Calculation of Indexes and Correction Factors. The results or processes of the various stages of calculating the index will explained in detail in the next section

Figure 3.2
Integrity Index Formula

Integrity Index 2017 =

$$0,4189 X_1 + 0,2962 X_2 + 0,2849 X_3 - 0,2 X (1/3X_4 + 1/3X_5 + 1/3X_6)$$

- X_1 - Internal Value Index
- X_2 - External Value Index
- X_3 - Expert Value Index
- X_4 - % Complaining Report
- X_5 - % LHKPN Objectivity Report
- X_6 - % Pre-survei Assessment Report

The calculation of the Integrity Index is done by summing the multiplication of weights with each index in the three main dimensions; then the results are reduced by multiplying the masses by the correction factor. Visually, the index calculation formula can be seen in Box 2. The Integrity Index value ranges from a scale of 0 to 100. The closer it is to 100, the more an institution has integrity.

3.2. Variable

The process of determining the variables used in calculating the index and use the earlier framework. From the selection process, 59 selected variables were consisting of 33 internal assessment index variables, 16 external assessment index variables, and ten temporary rating index variables. In summary, it explained that:

a) The variable on Internal Assessment Index 33 variables form four dimensions of internal assessment. The four sizes are:

1. Organizational culture, including the existence of transparency, utilization of work facilities for personal interests, the presence of brokers/ intermediaries/ service bureaus, corruption of collusion and nepotism in carrying out their duties, and orders of superiors who violate the rules.
2. An anti-corruption system, which includes the existence of anti-corruption outreach activities, sanctions for perpetrators of corruption, a safe atmosphere for reporters of corrupt practices, and anti-corruption models from the leadership.

3. HR management, which includes the negative side in the selection of employee recruitment and the practice of Community Service in improving employee careers.
4. Management of the budget, which includes inappropriate budget, official travel, deduction of honorarium / local transport and official tourism.

b) The variable on the External Assesment Index
The External Assessment Index is composed of 3 indicators: transparency, anti-corruption system, and employee integrity. The three variables are formed from 16 variables:

1. Transparency, including the existence of transparency, obedience to service procedures, and freedom from privileging certain groups.
2. Anti-corruption system, including the existence of anti-corruption campaigns, effective corruption prevention systems, justice system corruptor, corruption reporting mechanisms, and responsiveness to reports of corruption.
3. Employee integrity, including a culture of employee honesty, free from personal interests, free from abuse of authority, excellent service, and free from receiving bribes.

c) The variable on the Expert Assesment Index
The Experience Assessment Index is composed of 10 variables, which include transparency, prioritizing the public interest, obedience to the applicable procedures,

granting special treatment, abuse of authority, the existence of bribery, and so on.

3.3. Value of Variable Index

The Integrity Index as a composite index is calculated using several statistically significant interdependence variables. Therefore, a statistical analysis method is needed that can handle interdependence between variables and at the same time provide a weighing scale for each statistically significant variable. In general, the calculation of the Integrity Index weight uses two main methods, namely Analytical Hierarchy Process (AHP) and Principal Component Analysis (PCA). Analytical Hierarchy Process (AHP) is a statistical calculation model that is useful for describing problems from various complex factors into an arrangement that looks more structured and systematic. There are 3 (three) basic principles including:

- Decomposition
- Comparison value
- Priority

The AHP method used by experts and carried out for weighing the Dimensions and Sub Indicators in the Integrity Assessment, while the Indicator and Variable weights are calculated using the PCA method.

Principal Component Analysis (PCA) is a statistical calculation procedure for conducting multivariate analysis that used for constructing new variables which

are linear combinations of the original variables. The interconnected original variables will be transform into new variables that were not interconnected by reducing these variables so that they have smaller dimensions but can explain most of the unique diversity. The number of the main components formed is equal to the number of original variables.

The requirements that need to before using the weight formation using the PCA method are:

- Kaiser-Mayer-Olkin Measure of Sampling Adequacy $\geq 0,6$
- Eigenvalue > 1
- Loading Factor $\geq 0,4$
- Total Variance Explained $\geq 60\%$

As mentioned above, the AHP method only use for determining weights in the three main dimensions, while assessing the weight of indicators and variables using the PCA method.

a. Internal Assesment Index

The calculation of the Internal Assessment Index calculated from the weighted average of all scores on the constituent variables after multiplying the standard weight. Visually, the formula for calculating the index can be seen in Figure 3.3. The Internal Assessment Index value ranges from a scale of 0 to 100. The closer it is to 100, the better the internal assessment of the integrity of the institution.

Figure 3.3

Internal Value Index Formula

Internal Value Index =

$$0,2687 X_1 + 0,2622 X_2 + 0,2579 X_3 - 0,2112 X_4$$

X_1 - Organization Culture Indicator

X_2 - Anti Corruption System Indicator

X_3 - Human Resource Management Indicator

X_4 - Budget Management Indicator

The following sentences are the variables in the calculation of the Internal Assessment Index and the questions and their respective weights:

Table 3.1
Variable and Weight of Internal Index Factor Assessment

Indicator	Variable	Questions Number	Weight
Organization Culture (0.2687)	Provision of information as clearly as possible by all employees to any party who asks about activities/services	R401A	0,0715
	Provision of information related to activities/services that are easily accessible by any party	R401B	0,0777
	Use of office facilities for personal gain	R402A	0,0920
	Use of office activities for personal gain	R402B	0,0937
	The existence of individual brokers/ intermediaries/service bureaus that take care of something	R403A	0,1022
	The existence of partners / individual brokers who can influence decisions or services	R403B	0,0779
	Experience regarding the existence of individual brokers/ intermediaries/service bureaus/partners	R403C	0,1198
	Superiors give orders that violate/do not comply with regulations	R405A	0,0808
	Experience related to superior orders to subordinates who violate the rules	R405B	0,1398
	Acceptance of bribes/gratuities by employees	R406A	0,0663
	Experience regarding acceptance of bribes/gratuities by employees	R406B	0,0784
	Anti Corruption System (0.2622)	The effectiveness of anti-corruption socialization that has been carried out	R501C
Employees suspected of corruption are processed internally or by law		R502A	0,0764
Experience of seeing / hearing corruption perpetrators		R502B	0,1310
Revealed the experience of revealed perpetrators of corruption is processed internally and by law		R502C	0,1344
Protection of reporters from corrupt practices		R503A	0,0648
Experience of seeing / hearing employees report corrupt practices in agencies		R503B	0,1340
Experience related to the protection of reporters of corrupt practices		R503C	0,0867
Anti-corruption efforts initiative by top leaders of organizations/institutions		R504A	0,0867
Anti-corruption efforts initiated by the head of the organization		R504B	0,0919

Human Resource Development (0.2579)	Employee recruitment without being influenced by relationships: a. Kinship relationship b. Closeness with officials c. The similarity of alma mater d. Gratification e. Bribe	R601A	0,1578
	Experience related to employee recruitment	R601B	0,1182
	Promotion / promotion without being influenced by relationships: a. Kinship relationship b. Closeness with officials c. The similarity of alma mater d. Gratification e. Bribe	R602	0,1650
	Free from reciprocation or giving something related to promotion policies and employee transfers	R603A	0,1423
	Experience seeing/hearing reciprocation or giving something related to promotion policies and employee transfers	R603B	0,1504
	Free from reciprocation or giving something related to HR quality improvement policies	R604A	0,1206
	Experience of seeing / hearing reciprocity or giving something related to HR quality improvement policies	R604B	0,1456
Budgeting Management (0.2112)	Forms of budget fraud: a. Budgeting (mark up) b. Procurement of fictitious goods/services c. Output results of procurement of goods/services that are not by the specifications stated in the procurement document d. The results of the procurement of goods/services are less useful than expected result	R701A	0,1761
	Experience of seeing / hearing budget fraud in agencies	R701B	0,1599
	Free from official travel, hotel receipts, or fictitious tickets	R705A	0,1599
	Experience seeing/hearing there are official trips, hotel receipts, or fictitious tickets	R705B	0,1853
	Receipt of honorarium / local transport money/match according to the signed SPJ	R706A	0,1507
	The experience of seeing / hearing of receiving honorarium / local transport money/match is not by the signed SPJ	R706B	0,1681

b. External Assessment Index
Calculation of the External Assessment Index calculated from the weighted average of all scores on the constituent variables after multiplying the standard

weight. The formula for calculating the index can be seen in Figure 3.4. The External Assessment Index values range from a scale of 0 to 100. The closer it is to 100, the better the external assessment of the integrity of the institution.

Figure 3.4
External Index Value Formula

External Value Index =

$$0,3264 X_1 + 0,3329 X_2 + 0,3407 X_3$$

X_1 - Transparency Indicator

X_2 - Anti Corruption System Indicator

X_3 - Employee Integrity Indicator

The following sentences are the variables in the calculation of the External Assessment Index and the questions and their respective weights:

Table 3.2
Variable and Weight External Index Assessment

Indicator	Variable	Questions Number	Weight
Transparency (0.3264)	Transparency	R401	0,2637
	Service procedures	R402	0,2674
	Obedience to procedures	R403	0,2598
	Free from privileges for certain people / groups	R404	0,2090
Anti Corruption System (0.3329)	Anti corruption campaign	R406	0,1180
	System (effort) to prevent corruption	R407	0,1468
	Worthy punishment for perpetrators of corruption	R408	0,1072
	Complaint mechanism related to corruption	R409	0,1498
	Protection of whistleblowers	R410	0,1599
	Responsive to corruption reports	R411	0,1612
	The effectiveness of prevention efforts and follow-up on corruption reporting	R412	0,1571
Employee Integrity (0.3407)	culture of honesty	R501	0,2208
	Free of personal interests on duty	R502	0,2193
	Free from abuse of authority	R503	0,2065
	Good service	R504	0,2055
	Free from receiving bribes	R505	0,1479

c. Expert Assessment Index
 The calculation of the Expert Integrity Index calculated from the weighted average of all scores on the constituent variables after multiplying the standard weight. The

formula for calculating the index can be seen in Figure 3.5. The Expiration Index value ranges from a scale of 0 to 100. The closer it is to 100, the better the expert's assessment of the integrity of M / I / RG.

Figure 3.5
 Expert Index Value Formula

Expert Index Value Formula =

$$0,0992 X_1 + 0,0997 X_2 + 0,1024 X_3 + 0,0962 X_4 + 0,1015 X_5 + 0,1032 X_6 + 0,0989 X_7 + 0,1028 X_8 + 0,0966 X_9 + 0,0995 X_{10}$$

- X1 - bribe scoring variable
- X2 - illegal levies scoring variable
- X3 - public service transparency variable
- X4 - illegal broker on public service variable
- X5 - budget transparency service variable
- X6 - objectivity for budgeting product and service variable
- X7 - objectivity HR management variable
- X8 - corruption complaint mechanism scoring variable
- X9 - corruption preventive mechanism variable
- X10 - employee's integrity variable

The following sentences are the variables in the calculation of the Expert Assessment Index and the questions and their respective weights:

Table 3.3
 Variable and Weight of Expert Index Assessment

Indicator	Variable	Questions Number	Weight
	Assessment of the existence of bribes	R401	0,0992
	Assessment of extortion	R402	0,0997
	Assessment of transparency of public services	R403	0,1024
	Assessment of the existence of brokers in public services	R404	0,0962
	Assessment of budget transparency	R405	0,1015
	Assessment of the objectivity of procurement of goods and services	R406	0,1032
	Assessment of the objectivity of HR policies	R407	0,0989

Assessment of the mechanism for complaints of corruption	R408	0,1028
Assessment of corruption prevention mechanisms	R409	0,0966
Assessment of employee integrity	R501	0,0995

d. Error Factors

The calculation of the Integrity index also includes correction factors as an integral part of the formation of the Integrity Index. Error factors calculated by utilizing 3 (three) secondary data, namely complaint reports, LHKPN

compliance reports and the number of directional events conducted by agencies before the implementation of this survey. Each of these data is equated to a scale of 0-100 and then given the same weight.

Figure 3.6
Error Formula

Error Formula =

$$1/3 (X_1 + X_2 + X_3)$$

- X₁ - report presentation of citizen's complaint about corruption in 2016
- X₂ - presentation of amount of people who still do not do LHKPN reports yet
- X₃ - presentation of respondent who knows the content of survey before it starts

CHAPTER 4

Survey Result



4.1. Respondent SPI 2017 Profile

4.2. The Result Of SPI 2017

CHAPTER 4

Survey Result

4.1. Respondent SPI 2017 Profile

In general, SPI respondents can be grouped based on the type of data collection instruments performed. The first group came from internal respondents who were ASN at the survey locus, the second group came from external respondents who were service users at the survey locus, and the third group came from several experts or community leaders who had more knowledge about the related loci. The following are the profiles of respondents in each group.

a. Internal Respondent Profile

The number of internal samples for each M / I / RG is 60 respondents who are distributed proportionally based on information on the number of employees at the directorate/office who are selected as survey loci. All echelon II in each directorate/service office were selected as samples, while respondents for Echelon III, IV, and staff were chosen systematically. The profile of employees who are internal respondents can be seen in Figure 4.1

Figure 4.1
Characteristic Internal Respondent SPI 2017 based on Locus Survey



Internal SPI respondents 2017 dominated by men. The higher percentage of internal respondents indicates this compared to the rate of female respondents. The majority of internal respondents are over 30 years old with a rate of 93.7%. From the level of education, around 49% percent of internal respondents have at least a Bachelor degree. Also, the rate of respondents with staff status was higher than

the percentage of respondents with official status.

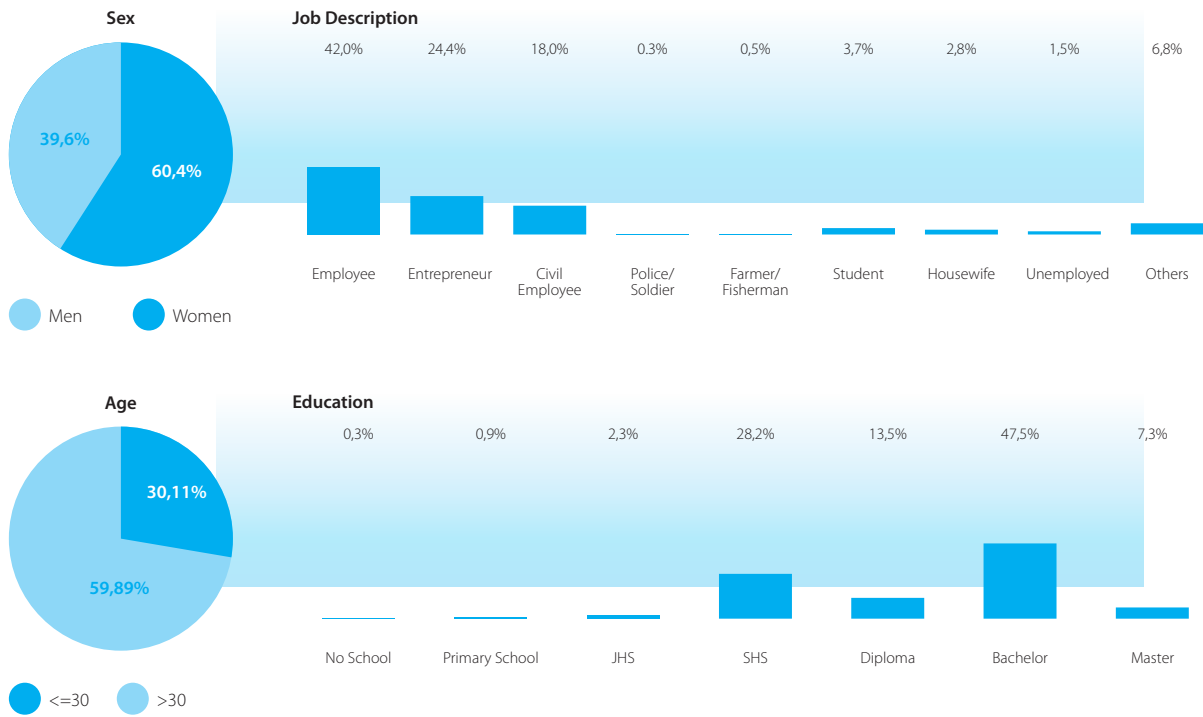
b. External Respondent Profile

The number of external samples for each M / I / RG is 60 respondents who are evenly distributed to service users of each directorate/service office which is the survey locus. Eligible respondents are service users who have

experienced services provided by the relevant directorate from the beginning to completion within the maximum period of service in the last 12 months. The selection of samples of external respondents for each directorate/

service used the principle of “accidental random sampling,” ie, the sample is taken in such a way that the respondent arrives every day until the expected target met. The profile of external respondents can be seen in Figure 4.2.

Figure 4.2
Characteristic External Respondent SPI 2017 Based On Locus Survey

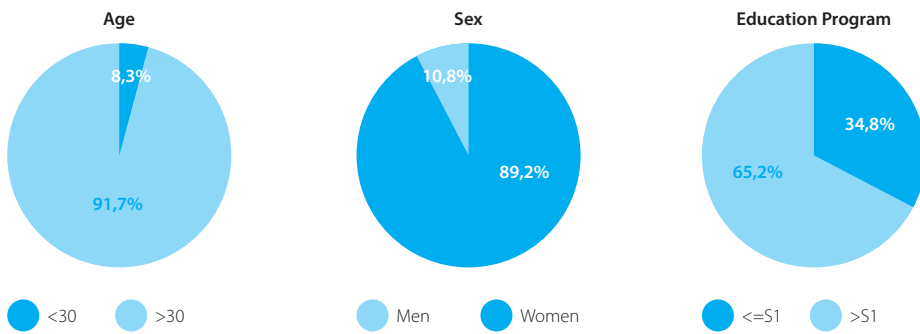


Most of the SPI 2017 external respondents are male. This result indicated by the percentage of external respondents who are male sex higher than the rate of female external respondents. The percentage of external respondents with a Bachelor degree or higher is higher than the rate of Diploma-educated respondents. External respondents are dominated by private employees with a percentage of 42%.

c. Expert Respondent Profile

The Expert survey is intended for interviews with expert speakers who have comprehensive knowledge of integrity issues, corruption, and others related to survey loci. The selection of respondents done by first determining prospective candidates who are competent with the criteria set. This technique is known as targeting sampling or sampling methods by considering the target population that is fixed. The profile of experimental respondents can be seen in Figure 4.3.

Figure 4.3
Characteristic External Respondent SPI 2017 based on Locus Survey



Most of the SPI 2017 respondents were male. These results indicated by the percentage of respondents who were male sex higher than the rate of female respondents or around 89.2%. The age of most respondents was more than 30 years; the rate was 91.7%. Most of the experimental respondents had at least a Bachelor degree with a percentage of 65.2%

in the Regional Government, which is 52.91 to 77.39, while the Ministry / Institution is only 65.43 to 76.54. This result phenomenon occurred due to the survey locus in the Regional Government is more than the Ministry / Institution so that the resulting index is more varied.

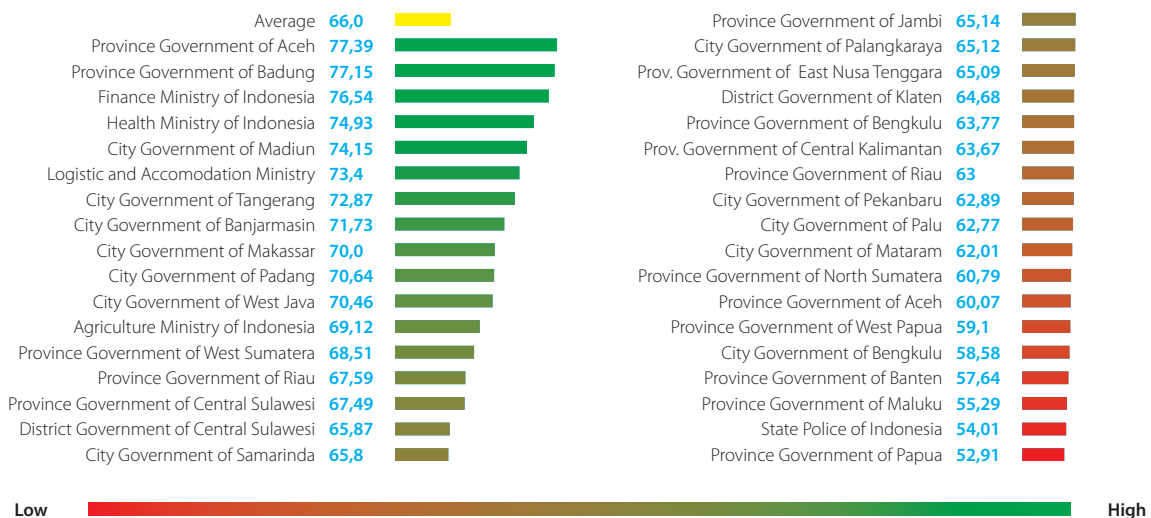
4.2. The result of SPI 2017

Integrity Index

The 2017 Integrity Assessment Survey in 6 (six) Ministries / Institutions and 30 Regional Governments produced an index of 52.91 to 77.39 from the 0-100 interval scale. The higher the index number shows the level of integrity of K / L / PD. The resulting index range is much more extensive

Figure 4.4
Integrity Index K/L/PD SPI 2017

Integrity Value Index in 36 Institution on SPI 2017

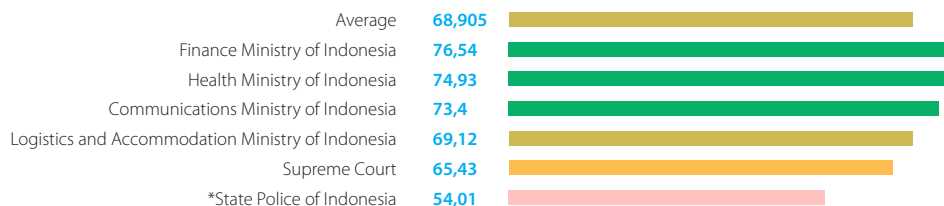


Pada Kementerian/Lembaga yang menjadi lokus survei, Indeks Integritas tertinggi dicapai oleh Kementerian Keuangan (Dirjen Bea Cukai) dengan nilai 76,54, sementara capaian Indeks Integritas terendah berada di Mahkamah

Agung dengan nilai 65,43. Gambar 4.5 menunjukkan Indeks Integritas Kementerian/Lembaga yang berpartisipasi pada SPI 2017.

Figure 4.5
Integrity Index Of Ministry/Institution On SPI 2017

6 Ministries Index in Focus Survey on SPI 2017



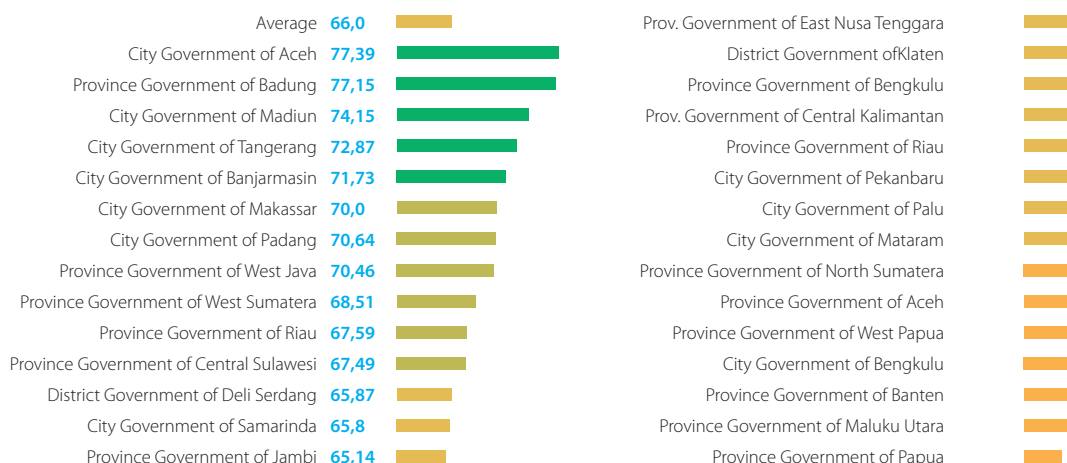
*State police of Indonesia only do the external survey

In the regional government which became the survey locus, the highest Integrity Index was achieved by the Government of Banda Aceh City with a value of 77.39, while the lowest Integrity Index achievement was in

the Government of the Papua Province with a cost of 52.91. Figure 4.6 shows the three highest to lowest local government integrity indexes.

Figure 4.6
Integrity Index of Regional Government (lowest to highest) on SPI 2017

Integrity Value Index in 30 Regional Government on SPI 2017



Internal Index Assessment

Organizational integrity value is based by transparency in public services, accountability in all activities carried out, the existence of an anti-corruption system, HR management, and budget management. In this case, the integrity assessment uses a combination of perceptual and experiential approaches (direct or indirect) regarding how the organization represented by employees / public officials carry out tasks transparently, accountably and anti-corruption. Following are the problems that occur in Ministries / Agencies and Regional Governments according to internal employees:

a. Organization Culture

The Organizational Culture Index is measured based on the assessment, understanding, and experience of respondents regarding some behaviors that may have become habitual and cultured in work units/organizations. The Organizational Culture Index is measured by several indicators that can reflect organizational integrity including the presence of brokers, gratuities, and others. The following are presented several issues of integrity related to corporate culture that is still indicated by internal assessments.

Brokers

Information on the existence of brokers in the management of public services at the survey locus is included in the answers to questions in the internal questionnaire, namely the experience of respondents who have seen/heard of brokers. In particular public services, the existence of a third party in managing something in public services is still permitted if using a power of attorney. However, in general, the presence of brokers indicates that something is not going well in the mechanism of public service work.

About 17.61 percent of internal respondents stated that they had heard or seen the presence of brokers in public services. When compared between Ministries / Institutions at the Central and Local Governments which are survey loci, the percentage of internal respondents who state this is higher in the Regional Government. Even according to the SPI 2017 results, the existence of this intermediary is found in all agencies which are the SPI 2017 locus (35/35). The National Land Agency (BPN) has become the Ministry / Institution which has the highest percentage of the presence of brokers, while the Riau Provincial Government is the survey locus with the highest percentage of the existence of brokers in the category of regional government.

Gratification

Gratification can have a negative impact and can be misused, especially in the context of organizing public services, so that this element is regulated in legislation concerning corruption. Gratuities or gifts can be in the form of giving money, goods, or facilities by service users to

employees in institutions to facilitate management outside the official cost of services. In Law 20 of 2001 regulated criminal sanctions for criminal acts of gratification, namely in article 12 where the threat sentenced to life imprisonment or imprisonment of at least four years and a maximum of 20 years and a fine of at least 200 million rupiahs and a maximum of 1 billion rupiahs.

Gratification is one of the things that asked in the internal questionnaire, namely the recognition of respondents who have seen or heard of gratification. The results show that around 10 percent of internal respondents stated that they had heard or seen the existence of gratification practices in public services at the survey locus. When compared between Ministries / Institutions at the Central and Local Governments which are survey loci, the percentage of internal respondents who state this is higher in Ministries / Institutions. The Director-General of Customs and Excise at the Ministry of Finance is the Ministry / Institution which has the highest percentage of gratification practices, while the Provincial Government of North Sumatra is the survey locus with the highest percentage of gratification practices in the category of regional government. Also, the SPI 2017 results also mention the testimony of receipt of Bribery / Gratuities appearing in all participating agencies at SPI 2017.

b. Anti Corruption System

The anti-corruption system is quite important in an agency to prevent corruption in the Ministries / Institutions / Regional Governments in Indonesia. This can be in the form of socialization/workshops/seminars, complaints of perpetrators of corruption, protection of reporters of acts of corruption.

Anti-Corruption Socialisation

Internal staff at M / I / RG said that around 21% of employees felt they never had or did not know about anti-corruption outreach in the past year. This result indicates that there is no anti-corruption system program in the form of massive anti-corruption socialization for M / I / RG employees. If seen more deeply, Local Governments in Eastern Indonesia have a large percentage of low levels of anti-corruption socialization. Only around 53% of employees in the North Maluku Provincial Government and the West Papua Provincial Government feel that they have received anti-corruption information in the past year.

Complaining the corruptor executant and Protection the People

In the process of enforcing corruption, there must be courage from employees to uncover the perpetrators of corruption, and there must be protection against reporters of acts of corruption. The level of corruption can be reduced at various institutions in Indonesia If this process implemented at the Ministries / Institutions and Regional Governments in Indonesia,.

At present, around 12% of employees at the M / I / RG say they have seen/heard corruption perpetrators revealed in the past year. This figure is not a number that can be ignored and indicates that there is still widespread corruption in Ministries / Institutions and Regional Governments. This result is most prevalent in the Ministry of Finance, especially the Director General of Customs and also the Supreme Court with the percentage of only about 60% of employees who have never seen the perpetrators of corruption revealed in the past year.

Also, the protection of reporters of acts of corruption has not gone well. This fact confirmed by the results of the 2017 SPI survey which states that there are at least 11% of employees who do not believe that every employee who reports corruption practices will not be excluded, will not be sanctioned, his career will not be blocked, and the like. This result is believed to occur in M / I / RG in Indonesia, especially in the Riau Provincial Government and Deli Serdang Regency Government. From this, it indicates that the protection of reporters and law enforcement in Ministries / Institutions and City Government is still not implemented correctly.

c. Human Source Management

The HR Management Index is measured based on an assessment of the perceptions and experiences of respondents regarding HR management as part of the employee's work integrity. The HR management index is estimated based on several indicators which include negative things in employee recruitment selection, and the practice of Corruption, Collusion and Nepotism (KKN) in promotion/career enhancement of employees. The discussion of the existence of nepotism and bribery in institutions refers to the recognition of respondents who have seen or heard of nepotism in recruitment and bribery in promotion or career policies.

Employee's Recruitment

In the process of receiving honorary employees, there is still a lot of abuse in the process. According to the SPI 2017 results, at least 15% of employees said that they did not believe that kinship relations did not influence the selection of employees, closeness to officials, alma mater similarities, gratuities, and bribery. About 30% of employees tend to believe that bribery/gratuities affect career policies in their institutions.

If the SPI 2017 results could identify more deeply, it turns out that Bribery / Gratification career policies appear in 82% of SPI 2017 participating agencies. This result is a lot happening to Local Governments compared to Ministries / Institutions and indicates that the system of staff recruitment in Ministries / Institutions and Regional Governments does not yet have strict indicators so that nepotism still occurs frequently.

Career Promotion

In addition to employee acceptance, similar violations that occur are cheating on the career promotion process. About 15% of M / I / RG internal employee respondents said that they did not believe that kinship relations did not influence career promotion/job promotion in M / I / RG, closeness to officials, alma mater similarities, gratuities, and bribery. This misappropriation of career promotion/job promotion processes also occurs a lot in the Regional Government compared to the Ministries / Institutions. With the violation of the employee recruitment process or increasing employee positions, this indicates that internal M / I / RG in Indonesia need to improve and strengthen the application of ethical codes in Ministries / Institutions and Regional Governments so that the processes that occur within the institution occur thoroughly and transparently.

d. Budgeting

The budget management index is measured based on several indicators which include budget misappropriation in general, in planning and implementation, official travel, deduction of honorarium / local transport and official tourism. This violation arises in 80% of SPI Participant Agencies 2017. Discussion of budget management fraud refers to 3 (three) answers to questions in the internal questionnaire, namely recognition of respondents who have seen or heard of incidents of budget fraud, the existence of fictitious official trips, and the existence of honorariums, false / not by SPJ.

Inappropriate Value and Goods

Budget management is quite crucial in every Ministry / Institution and Regional Government. Often corruption by employees occurs in the misuse of institutional budgets, one of which is through the procurement of goods/ services. At least 9% of respondents said that they did not believe that the results of the purchase of goods/services that were not useful had never occurred in M / I / RG. These results indicates that the internal M / I / RG believes that there is still misuse of the M / I / RG budget in the form of fabricated goods/services. These results happened a lot with the Government of North Sumatra Province, Deli Serdang Regency Government, and the City Government of Palangkaraya.

Fictive Travel

In addition to the procurement of goods/services, misappropriation of budget funds also often occurs on fictitious official trips by M / I / RG employees. In the results of SPI 2017, there are at least 6% of respondents who do not believe that employees have never carried out fictitious business trips, or made false hotel receipts or false transportation costs. The highest rate of mistrust in the Riau Provincial Government was 20%. In this case, it can be seen that there has not been strict supervision from the BPK in auditing the finance of Ministries / Agencies and Regional Governments.

External Index Assessment

Organizational integrity in public services is judged based on transparency in public services, accountability in handling reports of corruption and employee accountability. In this case, the integrity assessment uses a combination of perceptual and experiential approaches (direct or indirect) by external parties related to how the organization was represented by employees or public officials carrying out their duties. In external assessments, the integrity problem refers to 4 (four) answers to questions on an external questionnaire, which divided into two categories, namely the practice of extortion and the method of bribery.

a. Transparent

Permit Transportation

In the licensing process in M / I / RG, transparency need by external parties in services provided by M / I / RG to the public. According to SPI 2017, this transparency is still not fully implemented by M / I / RG. The transparency data show from around 4% of respondents who tend not to believe that there is fairness/ease and transparency in licensing service requirements. Even 10% of respondents think that there are still employees who provide special treatment that is not according to the rules. About 42% also found that ethnicity, religion, kinship, alma mater, etc. had an effect when processing permits or providing services. These phenomena happened a lot in the Bengkulu Provincial Government and the Banda Aceh City Government with a percentage above 50%.

b. Anti Corruption System

Complaining the corruptor executant and Protection the People

In addition to internal employees, the community as service users also said that there were still problems with the complaints of perpetrators and the protection of reporting corruption. There are about 10% of external respondents who say that they do not believe that employees who commit corruption will be punish according to existing rules. In addition to the absence of law enforcement, around 8% of external respondents also do not believe M / I / RG will protect people who report corruption.

c. Employee's Integrity

Self Integrity

Integrity is a basis for M / I / RG employees in fighting corruption. But still trying to be applied in M / I / RG in Indonesia. This conclusion based on SPI 2017 which says that around 10% of respondents do not believe all employees serving in the service unit are free from personal interests. Also, the problem that often occurs is also in the form of requests for administration money, cigarettes, coffee, etc. beyond the provisions when dealing with employees in the work unit. About 6.8% of respondents said that they had been asked for administration money, cigarettes, coffee, etc. by M / I /

RG employees outside the provisions. This phenomenon because by a lack of socialization regarding integrity and an explanation of the penalties for corruption in the Ministries / Institutions and the Regional Government by both internal and KPK.

“Organizational integrity in public services is judged based on transparency in public services, accountability in handling reports of corruption and employee accountability.”



CHAPTER 5

Conclusion



5.1. Conclusion

5.2. Suggestion

CHAPTER 5

Conclusion

5.1. Conclusion

1. The results of the SPI 2017 Integrity Index for Ministries / Institutions have a range of 65.43-76.54 while for Regional Governments it is 52.91-77.39 from the interval scale 0-100. Of the 6 Ministries / Institutions that are the SPI locus 2017, the highest achievement of the Integrity Index is at the Ministry of Finance (Director General of Customs and Excise) with a score of 76.54, while the lowest Integrity Index achievement is in MA with a value of 65.43. For integrity in the Regional Government, the highest Integrity Index achievement was in the Banda Aceh City Government with a score of 77.39, while the lowest Integrity Index achievement was in the Papua Provincial Government with a score of 52.91.
2. According to the results of the Internal Integrity Assessment Survey, problems still occur in all aspects of SPI's internal assessments in 2017. Issues that still frequently arise are the presence of brokers, gratuities, the presence of corruptors in work units, nepotism in employee recruitment and promotion, and fraud the budget is in the form of unfavorable procurement and fictitious official travel.
3. The External Integrity Assessment Survey concluded that there were still problems with aspects of transparency, anti-corruption systems, and employee integrity. Service users say that there are still employees who provide special treatment that is not according to the rules based on closeness, ethnicity, or alma mater; distrust of follow-up on corruption actors or reporters; yet the achievement of employees who uphold honesty and freedom from personal interests.

5.2. Suggestion

Based on the explanation above, we would like to suggest:
Fixed and Evaluated the organization Culture:

- a. Management of conflicts of interest and strengthening of the code of ethics by strengthening the rules and implementation of management of conflicts of interest and ethical codes in institutions. This approach is carried out to encourage behavior not only by applicable regulations but more than that, which is acting based on ethical standards set by the institution. Coverage is regulated not only during service delivery but also includes internal processes such as promotions and transfers and other internal processes such as the procurement of goods and services.
 - b. Reduce the role of intermediaries. Initiatives to reduce the role of intermediaries in services can use technology in the form of online services, access to information, rule deregulation and bureaucratic cuts that are prohibited and not needed in services.
 - c. Increased awareness of corruption risks at the organizational level by:
 - Training for the (structural) level of leadership and the Inspectorate (Internal Supervision) to identify and overcome corruption to avoid abuse of authority. Optimizing the role of superiors combined with internal and external supervision can reduce the frequency of incidents of corruption and violence of power that arises.
 - Encourage SPI to be carried out regularly.
- Develop the Anti-Corruption System by:
- a. Increase the effectiveness of anti-corruption socialization both internally and from institutions engaged in routine corruption prevention. Periodic socialization to raise awareness of employees and service users is a necessity for institutions to improve.
 - b. Law Enforcement and Consistency.
 - c. Strengthening the Whistleblowing system to increase reporter
 - d. Protection of reporters.

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C. Document

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Attachment

Attachment 1.

Variable on the Internal Index Assessment

Indicator	Variable	Questions Number	Weight
Organization Culture (0.2687)	Provision of information as precisely as possible by all employees to any party who asks about activities/services	R401A	0,0715
	Provision of information related to activities/services that are easily accessible by any party	R401B	0,0777
	Use of office facilities for personal gain	R402A	0,0920
	Use of office activities for personal gain	R402B	0,0937
	The existence of individual brokers/ intermediaries/service bureaus that take care of something	R403A	0,1022
	The existence of partners / individual brokers who can influence decisions or services	R403B	0,0779
	Experience regarding the existence of individual brokers/ intermediaries/service bureaus/partners	R403C	0,1198
	Superiors give orders that violate/do not comply with regulations	R405A	0,0808
	Experience related to superior orders to subordinates who violate the rules	R405B	0,1398
	Acceptance of bribes/gratuities by employees	R406A	0,0663
	Experience regarding acceptance of bribes/gratuities by employees	R406B	0,0784
	The effectiveness of anti-corruption socialization that has been carried out	R501C	0,1480
	Anti Corruption System (0.2622)	Employees suspected of corruption are processed internally or by law	R502A
Experience of seeing / hearing corruption perpetrators		R502B	0,1310
Revealed the experience of exposed perpetrators of corruption is processed internally and by law		R502C	0,1344
Protection of reporters from corrupt practices		R503B	0,1329
Experience of seeing / hearing employees report corrupt practices in agencies		R503C	0,1340
Experience related to the protection of reporters of corrupt practices		R504A	0,0867
Anti-corruption efforts initiative by top leaders of organizations/institutions		R405B	0,1398
Anti-corruption efforts initiated by the head of the organization		R504B	0,0919

Human Resource Development (0.2579)	Employee recruitment without being influenced by relationships: a.Kinship relationship b.Closeness with officials c.The similarity of alma mater d. Gratification e. Bribe	R601A	0,1578
	Experience related to employee recruitment	R601B	0,1182
	Promotion / promotion without being influenced by relationships: a.Kinship relationship b.Closeness with officials c.The similarity of alma mater d. Gratification e.Bribe	R602	0,1650
	Free from reciprocation or giving something related to promotion policies and employee transfers	R603A	0,1423
	Experience seeing/hearing reciprocation or giving something related to promotion policies and employee transfers	R603B	0,1504
	Free from reciprocation or giving something related to HR quality improvement policies	R604A	0,1206
	Experience of seeing / hearing reciprocity or giving something related to HR quality improvement policies	R604B	0,1456
Budgeting Management (0.2112)	Forms of budget fraud: a.Budgeting (mark up) b.Procurement of fictitious goods/services c.Output results of procurement of goods/services that are not by the specifications stated in the procurement document d. The results of the procurement of goods/services are less useful	R701A	0,1761
	Experience of seeing / hearing budget fraud in agencies	R701B	0,1599
	Free from official travel, hotel receipts, or fictitious tickets	R705A	0,1599
	Experience seeing/hearing there are official trips, hotel receipts, or fictitious tickets	R705B	0,1853
	Receipt of honorarium / local transport money/match according to the signed SPJ	R706A	0,1507
	The experience of seeing / hearing of receiving honorarium / local transport money/match is not in accordance with the signed SPJ	R706B	0,1681

Attachment 2.

Variable on the External Index Assessment

Indicator	Variable	Questions Number	Weight
Transparency (0.3264)	Transparency	R401	0,2637
	Service procedures	R402	0,2674
	Obedience to procedures	R403	0,2598
	Free from privileges for certain people /groups	R404	0,2090

Anti Corruption System (0.3329)	Anti-corruption campaign	R406	0,1180
	System (effort) to prevent corruption	R407	0,1468
	Worthy punishment for perpetrators of corruption	R408	0,1072
	Complaint mechanism related to corruption	R409	0,1498
	Protection of whistleblowers	R410	0,1599
	Responsive to corruption reports	R411	0,1612
	The effectiveness of prevention efforts and follow-up on corruption reporting	R412	0,1571
Employee Integrity (0.3407)	culture of honesty	R501	0,2208
	Free of personal interests on duty	R502	0,2193
	Free from abuse of authority	R503	0,2065
	Good service	R504	0,2055
	Free from receiving bribes	R505	0,1479

Attachment 3.

The variable on the Expert Index Assessment

Indicator	Variable	Questions Number	Weight
	Assessment of the existence of bribes	R401	0,0715
	Assessment of extortion	R402	0,0777
	Assessment of transparency of public services	R403	0,0920
	Assessment of the existence of brokers in public services	R404	0,0937
	Assessment of budget transparency	R405	0,1022
	Assessment of the objectivity of procurement of goods and services	R406	0,0779
	Assessment of the objectivity of HR policies	R407	0,1198
	Assessment of the mechanism for complaints of corruption	R408	0,1028
	Assessment of corruption prevention mechanisms	R409	0,0966
	Assessment of employee integrity	R501	0,0995

Attachment 4.
Response Rate SPI 2017

No	M/I/RG	Internal	External	Expert	Total
1	Supreme Court	42	39	3	84
2	State police of Indonesia	N/A	60	1	61
3	Health Ministry of Indonesia	60	60	5	125
4	Logistic and Accommodation Ministry of Indonesia	60	60	5	125
5	Finance Ministry of Indonesia	60	60	4	124
6	Ministry of Agriculture of Indonesia	60	60	4	124
7	Province Government of Aceh	60	60	4	124
8	Province Government of North Sumatera	60	60	6	126
9	Province Government of West Sumatera	60	61	7	128
10	Province Government of Riau	60	60	7	127
11	Province Government of Jambi	60	60	5	125
12	Province Government of Bengkulu	60	60	8	128
13	Province Government of Kepulauan Riau	60	60	5	125
14	Province Government of West Jawa	58	61	7	126
15	Province Government of Banten	60	60	6	126
16	Province Government of Nusa Tenggara Timur	60	60	8	128
17	Province Government of Kalimantan Tengah	61	61	5	127
18	Province Government of Sulawesi Tengah	60	60	5	125
19	Province Government of Maluku Utara	60	60	6	126
20	Province Government of Papua Barat	60	60	4	124
21	Province Government of Papua	60	60	5	125
22	City Government of Banda Aceh	60	60	4	124
23	District Government of Deli Serdang	60	60	6	126
24	City Government of Padang	60	60	8	128
25	City Government of Pekanbaru	62	60	5	127
26	City Government of Bengkulu	60	60	8	128
27	District Government of Klaten	60	60	5	125
28	City Government of Madiun	60	60	6	126
29	City Government of Tangerang	60	60	6	126
30	District Government of Badung	60	60	5	125
31	City Government of Mataram	60	60	7	127
32	City Government of Palangkaraya	60	60	8	128
33	City Government of Banjarmasin	60	60	8	128
34	City Government of Samarinda	60	60	5	125
35	City Government of Palu	60	60	7	127
36	City Government of Makassar	61	60	6	127
	Total	2.084	2.142	106	4.429

Attachment 5.

Respondent Characteristic SPI 2017

No	Characteristic	Presentation	
		Central	Regional
Internal Respondent			
1	Sex		
	- Men	61,35	59,77
	- Women	38,65	40,23
2	Age		
	- ≤ 30 years old	18,44	4,44
	- > 30 years old	81,56	95,56
3	Education		
	- ≤ SHS	14,18	12,26
	- > SHS	85,82	87,74
4	Employee Status		
	- Employee	25,53	37,79
	- Staff	74,47	62,21
External Respondent			
1	Sex		
	- Men	69,03	58,96
	- Women	30,97	41,04
2	Age		
	- ≤ 30 years old	29,50	30,23
	- > 30 years old	70,50	69,77
3	Education		
	- ≤ SHS	28,61	32,22
	- > SHS	71,39	67,78
Expert Respondent			
1	Sex		
	- Men	81,82	90,11
	- Women	18,18	9,89
2	Age		
	- ≤ 30 years old	4,54	8,79
	- > 30 years old	95,46	91,21
3	Education		
	- ≤ Bachelor	18,18	36,81
	- > Master	81,82	63,19
Total		100,00	100,00

Attachment 6.

Scoring for Internal, External, Expert, and Integrity Index Locus Survey SPI 2017

No	Regional Government	Scoring Index			Integrity Index
		Internal	External	Expert	
1	Supreme Court	83,09	64,57	65,34	65,43
2	State police of Indonesia	N/A	78,48	45,86	54,01
3	Health Ministry	87,67	72,58	85,19	74,93
4	Logistic and Accommodation Ministry	82,07	83,09	65,27	73,40
5	Finance Ministry of Indonesia	84,33	74,20	79,96	76,54
6	Ministry of Agriculture	80,87	67,98	82,10	69,12
7	Province Government of Aceh	84,35	69,09	46,52	60,07
8	Province Government of North Sumatera	76,14	72,88	39,28	60,79
9	Province Government of West Sumatera	85,16	70,98	64,52	68,51
10	Province Government of Riau	77,76	69,36	51,32	63,00
11	Province Government of Jambi	81,22	70,17	59,21	65,14
12	Province Government of Bengkulu	80,46	71,53	51,21	63,77
13	Province Government of Kepulauan Riau	78,03	67,38	77,48	67,59
14	Province Government of West Jawa	83,43	70,70	69,74	70,46
15	Province Government of Banten	78,91	69,50	45,58	57,64
16	Province Government of East Nusa Tenggara	83,38	69,24	60,69	65,09
17	Province Government of Central Kalimantan	83,08	73,06	58,84	63,67
18	Province Government of Central Sulawesi	79,79	68,83	69,87	67,49
19	Province Government of North Maluku	77,85	59,39	50,65	55,29
20	Province Government of West Papua	78,32	65,92	47,32	59,10
21	Province Government of Papua	77,90	62,09	40,81	52,91
22	City Government of Banda Aceh	88,59	73,68	89,53	77,39
23	District Government of Deli Serdang	82,06	72,92	68,93	65,87
24	City Government of Padang	86,50	74,98	66,72	70,64
25	City Government of Pekanbaru	80,88	67,37	60,43	62,89
26	City Government of Bengkulu	81,57	66,85	50,54	58,58
27	District Government of Klaten	80,77	74,05	52,74	64,68
28	City Government of Madiun	85,69	76,88	75,56	74,15
29	City Government of Tangerang	87,02	79,22	75,34	72,87
30	District Government of Badung	87,34	73,45	89,16	77,15
31	City Government of Mataram	84,58	69,97	60,27	62,01
32	City Government of Palangkaraya	82,75	75,06	61,96	65,12
33	City Government of Banjarmasin	86,77	78,21	65,71	71,73
34	City Government of Samarinda	81,29	68,86	72,32	65,80
35	City Government of Palu	83,37	65,55	56,00	62,77
36	City Government of Makassar	87,48	77,68	65,34	70,70

Attachment 7.

Internal Scoring Index

No	Ministry/Institution/Regional Government	Organization Culture	Anti-Corruption System	HR Management	Budgeting
1	Supreme Court	81,76	82,98	79,66	87,77
2	State police of Indonesia	N/A	N/A	N/A	N/A
3	Health Ministry	83,93	89,11	86,64	91,19
4	Logistic and Accommodation Ministry	77,86	82,73	82,26	85,49
5	Finance Ministry of Indonesia	72,25	78,17	92,20	93,41
6	Ministry of Agriculture	68,45	85,43	80,11	90,14
7	Province Government of Aceh	80,96	84,96	83,70	87,81
8	Province Government of North Sumatera	71,36	81,62	74,25	78,31
9	Province Government of West Sumatera	80,94	83,17	87,29	88,79
10	Province Government of Riau	74,35	82,27	75,93	79,31
11	Province Government of Jambi	77,78	85,80	76,41	85,59
12	Province Government of Bengkulu	76,36	78,78	80,35	85,88
13	Province Government of Kepulauan Riau	75,13	86,93	73,66	78,05
14	Province Government of West Jawa	78,66	84,47	83,19	87,48
15	Province Government of Banten	76,28	86,00	75,47	79,20
16	Province Government of East Nusa Tenggara	77,70	87,54	79,02	89,83
17	Province Government of Central Kalimantan	79,65	87,46	80,44	85,54
18	Province Government of Central Sulawesi	76,57	86,05	74,39	83,19
19	Province Government of North Maluku	75,42	81,86	73,64	81,10
20	Province Government of West Papua	74,55	83,17	75,49	80,91
21	Province Government of Papua	75,95	81,99	73,93	80,39
22	City Government of Banda Aceh	84,39	89,34	86,97	93,64
23	District Government of Deli Serdang	75,75	85,74	78,89	88,37
24	City Government of Padang	80,78	88,30	85,95	91,17
25	City Government of Pekanbaru	76,95	84,59	75,54	86,91
26	City Government of Bengkulu	78,28	84,83	76,26	87,31
27	District Government of Klaten	80,68	81,12	77,12	84,10
28	City Government of Madiun	82,39	87,62	83,92	89,11
29	City Government of Tangerang	83,39	88,39	85,54	90,89
30	District Government of Badung	83,78	88,52	85,46	91,69
31	City Government of Mataram	80,54	87,23	80,03	90,81
32	City Government of Palangkaraya	81,07	88,17	76,99	85,64
33	City Government of Banjarmasin	82,94	87,24	85,85	91,01
34	City Government of Samarinda	78,52	81,94	77,79	86,82
35	City Government of Palu	76,88	87,24	80,52	89,38
36	City Government of Makassar	83,29	88,16	86,24	92,24

Attachment 8.

Respondent Presentation for people who know someone as Brokers, Gratification, and Corruption

No	Ministry/Institution/Regional Government	Brokers	Gratification	Corruption	Employee's report and complain
1	Supreme Court	7,14	26,19	33,33	0,00
2	State police of Indonesia	N/A	N/A	N/A	N/A
3	Health Ministry	8,33	6,67	0,00	0,00
4	Logistic and Accommodation Ministry	21,67	18,33	25,00	6,67
5	Finance Ministry of Indonesia	61,67	51,67	40,00	28,33
6	Ministry of Agriculture	73,33	20,00	15,00	3,33
7	Province Government of Aceh	8,33	1,67	15,00	1,67
8	Province Government of North Sumatera	26,67	18,33	13,33	6,67
9	Province Government of West Sumatera	15,00	6,67	25,00	3,33
10	Province Government of Riau	30,00	11,67	25,00	6,67
11	Province Government of Jambi	13,33	5,00	6,67	3,33
12	Province Government of Bengkulu	16,67	15,00	26,67	6,67
13	Province Government of Kepulauan Riau	25,00	15,00	0,00	1,67
14	Province Government of West Jawa	24,14	8,62	17,24	5,16
15	Province Government of Banten	23,33	10,00	5,00	6,67
16	Province Government of East Nusa Tenggara	8,33	6,67	3,33	5,00
17	Province Government of Central Kalimantan	4,92	6,56	1,64	0,00
18	Province Government of Central Sulawesi	13,33	8,33	8,33	5,00
19	Province Government of North Maluku	16,67	6,67	15,00	8,33
20	Province Government of West Papua	8,33	8,33	18,33	1,67
21	Province Government of Papua	15,00	15,00	15,00	10,00
22	City Government of Banda Aceh	10,00	1,67	3,33	0,00
23	District Government of Deli Serdang	13,33	6,67	10,00	5,00
24	City Government of Padang	15,00	3,33	3,33	3,33
25	City Government of Pekanbaru	17,74	14,52	16,13	4,84
26	City Government of Bengkulu	13,33	8,33	6,67	5,00
27	District Government of Klaten	10,00	5,00	25,00	10,00
28	City Government of Madiun	13,33	3,33	6,67	5,00
29	City Government of Tangerang	10,00	8,33	5,00	5,00
30	District Government of Badung	11,67	1,67	5,00	1,67
31	City Government of Mataram	15,00	5,00	5,00	1,67
32	City Government of Palangkaraya	6,67	6,67	5,00	0,00
33	City Government of Banjarmasin	13,33	1,67	6,67	1,67
34	City Government of Samarinda	18,33	13,33	21,67	10,0
35	City Government of Palu	20,00	5,00	5,00	1,67
36	City Government of Makassar	4,92	3,28	6,56	4,89

**) Tidak dilaksanakan Penilaian Integritas Internal*

Attachment 9.

Respondent Presentation for people who knows the practice of Nepotism, and Bribe on the HR Management

No	Ministry/Institution/Regional Government	Nepotism (R.601 B)	Bribe on career (R.603 B)	Bribe on HR Management (R. 604 B)
1	Supreme Court	7,14	4,76	2,38
2	State police of Indonesia	N/A	N/A	N/A
3	Health Ministry	20,00	1,67	0,00
4	Logistic and Accommodation Ministry	10,00	1,67	1,67
5	Finance Ministry of Indonesia	1,67	1,67	0,00
6	Ministry of Agriculture	28,33	1,67	1,67
7	Province Government of Aceh	20,00	0,00	0,00
8	Province Government of North Sumatera	13,33	11,67	1,67
9	Province Government of West Sumatera	3,33	0,00	0,00
10	Province Government of Riau	33,33	6,67	3,33
11	Province Government of Jambi	26,67	10,00	1,67
12	Province Government of Bengkulu	13,33	3,33	0,00
13	Province Government of Kepulauan Riau	36,67	11,67	5,00
14	Province Government of West Jawa	17,24	3,45	1,72
15	Province Government of Banten	20,00	10,00	3,33
16	Province Government of East Nusa Tenggara	26,67	3,33	0,00
17	Province Government of Central Kalimantan	21,31	1,64	0,00
18	Province Government of Central Sulawesi	46,67	10,00	5,00
19	Province Government of North Maluku	31,67	5,00	5,00
20	Province Government of West Papua	31,67	6,67	6,67
21	Province Government of Papua	31,67	6,67	3,33
22	City Government of Banda Aceh	11,67	0,00	1,67
23	District Government of Deli Serdang	16,67	0,00	0,00
24	City Government of Padang	8,33	1,67	0,00
25	City Government of Pekanbaru	22,67	3,23	1,61
26	City Government of Bengkulu	23,33	6,67	0,00
27	District Government of Klaten	15,00	10,00	3,33
28	City Government of Madiun	10,00	0,00	0,00
29	City Government of Tangerang	18,33	1,67	1,67
30	District Government of Badung	16,67	1,67	1,67
31	City Government of Mataram	26,67	5,00	1,67
32	City Government of Palangkaraya	21,67	1,67	0,00
33	City Government of Banjarmasin	10,00	1,67	1,67
34	City Government of Samarinda	25,00	8,33	3,33
35	City Government of Palu	26,67	0,00	1,67
36	City Government of Makassar	6,56	0,00	0,00

*) Tidak dilaksanakan Penilaian Integritas Internal

Attachment 10.

Internal Respondent Score for someone who knows

Budget Fraud, Fictitious traveling, and Fictitious Honor

No	Ministry/Institution/Regional Government	Budget Fraud (R. 701 B)	Fictitious Travelling (R. 705 B)	Fictitious Honor (R. 706 B)
1	Supreme Court	7,14	4,76	2,38
2	State police of Indonesia	N/A	N/A	N/A
3	Health Ministry	3,33	5,00	3,33
4	Logistic and Accommodation Ministry	8,33	15,00	8,33
5	Finance Ministry of Indonesia	3,33	8,33	3,33
6	Ministry of Agriculture	3,33	0,00	3,33
7	Province Government of Aceh	0,00	8,33	6,67
8	Province Government of North Sumatera	10,00	18,33	21,67
9	Province Government of West Sumatera	11,67	5,00	3,33
10	Province Government of Riau	13,33	26,67	15,00
11	Province Government of Jambi	5,00	10,00	11,67
12	Province Government of Bengkulu	10,00	5,00	6,67
13	Province Government of Kepulauan Riau	13,33	23,33	18,33
14	Province Government of West Jawa	3,45	1,72	3,45
15	Province Government of Banten	6,67	13,33	23,33
16	Province Government of East Nusa Tenggara	3,33	3,33	0,00
17	Province Government of Central Kalimantan	1,64	6,56	3,28
18	Province Government of Central Sulawesi	8,33	16,67	11,67
19	Province Government of North Maluku	16,67	11,67	15,00
20	Province Government of West Papua	13,33	15,00	18,33
21	Province Government of Papua	11,67	25,00	16,67
22	City Government of Banda Aceh	0,00	0,00	0,00
23	District Government of Deli Serdang	0,00	0,00	1,67
24	City Government of Padang	5,00	1,67	3,33
25	City Government of Pekanbaru	3,23	3,23	3,23
26	City Government of Bengkulu	1,67	1,67	3,33
27	District Government of Klaten	10,00	5,00	11,67
28	City Government of Madiun	1,67	3,33	6,67
29	City Government of Tangerang	3,33	3,33	1,67
30	District Government of Badung	1,67	0,00	1,67
31	City Government of Mataram	3,33	1,67	6,67
32	City Government of Palangkaraya	6,67	3,33	3,33
33	City Government of Banjarmasin	1,67	1,67	3,33
34	City Government of Samarinda	6,67	1,67	1,67
35	City Government of Palu	8,33	3,33	1,67
36	City Government of Makassar	0,00	0,00	1,64

Attachment 11.

External Respondent Score for someone who is doing bribe

No	Ministry/Institution/Regional Government	Money Bribe (R.506 A)	Inventory Bribe (R. 506 B)	Facilities Bribe (R. 506 C)
1	Supreme Court	17,95	0,00	0,00
2	State police of Indonesia	0,00	0,00	0,00
3	Health Ministry	0,00	0,00	1,67
4	Logistic and Accommodation Ministry	0,00	0,00	1,67
5	Finance Ministry of Indonesia	6,67	0,00	0,00
6	Ministry of Agriculture	21,67	3,33	0,00
7	Province Government of Aceh	16,67	1,67	1,67
8	Province Government of North Sumatera	3,33	1,67	0,00
9	Province Government of West Sumatera	9,84	1,64	0,00
10	Province Government of Riau	10,00	0,00	1,67
11	Province Government of Jambi	6,67	1,67	0,00
12	Province Government of Bengkulu	5,00	1,67	0,00
13	Province Government of Kepulauan Riau	1,67	1,67	0,00
14	Province Government of West Jawa	1,67	0,00	0,00
15	Province Government of Banten	16,67	0,00	0,00
16	Province Government of East Nusa Tenggara	8,33	0,00	5,00
17	Province Government of Central Kalimantan	3,33	1,64	1,64
18	Province Government of Central Sulawesi	3,33	1,67	0,00
19	Province Government of North Maluku	6,67	3,33	1,67
20	Province Government of West Papua	8,33	3,33	3,33
21	Province Government of Papua	15,00	0,00	5,00
22	City Government of Banda Aceh	5,00	0,00	0,00
23	District Government of Deli Serdang	3,33	1,67	1,67
24	City Government of Padang	3,33	0,00	0,00
25	City Government of Pekanbaru	13,33	0,00	5,00
26	City Government of Bengkulu	18,33	0,00	1,67
27	District Government of Klaten	3,33	0,00	1,67
28	City Government of Madiun	3,33	0,00	0,00
29	City Government of Tangerang	0,00	0,00	0,00
30	District Government of Badung	1,67	1,67	0,00
31	City Government of Mataram	3,33	0,00	0,00
32	City Government of Palangkaraya	1,67	0,00	0,00
33	City Government of Banjarmasin	1,67	0,00	0,00
34	City Government of Samarinda	10,00	1,67	5,00
35	City Government of Palu	10,00	1,67	0,00
36	City Government of Makassar	6,67	0,00	0,00

Attachment 12.

External Responding Score for a bribe to do the service easily

No	Ministry/Institution/Regional Government	Bribe (R.509)
1	Supreme Court	12,82
2	State police of Indonesia	0,00
3	Health Ministry	1,67
4	Logistic and Accommodation Ministry	0,00
5	Finance Ministry of Indonesia	0,00
6	Ministry of Agriculture	16,67
7	Province Government of Aceh	5,00
8	Province Government of North Sumatera	1,67
9	Province Government of West Sumatera	6,56
10	Province Government of Riau	11,67
11	Province Government of Jambi	1,67
12	Province Government of Bengkulu	5,00
13	Province Government of Kepulauan Riau	3,33
14	Province Government of West Jawa	0,00
15	Province Government of Banten	8,33
16	Province Government of East Nusa Tenggara	1,67
17	Province Government of Central Kalimantan	6,56
18	Province Government of Central Sulawesi	6,67
19	Province Government of North Maluku	13,33
20	Province Government of West Papua	10,00
21	Province Government of Papua	13,33
22	City Government of Banda Aceh	1,67
23	District Government of Deli Serdang	3,33
24	City Government of Padang	6,67
25	City Government of Pekanbaru	6,67
26	City Government of Bengkulu	16,67
27	District Government of Klaten	3,33
28	City Government of Madiun	1,67
29	City Government of Tangerang	0,00
30	District Government of Badung	1,67
31	City Government of Mataram	3,33
32	City Government of Palangkaraya	1,67
33	City Government of Banjarmasin	5,00
34	City Government of Samarinda	13,33
35	City Government of Palu	11,67
36	City Government of Makassar	1,67

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