

## THE WORKER'S COMMITMENT TO PREVENTING CORRUPTION AS A SOLUTION TO SMALL INDUSTRIAL RELATIONS DISPUTES

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### **Abstract**

*This research is motivated by the existence of industrial relations disputes which can be one of the causes of disruption of work security and peace. If it is not resolved immediately, it can result in loss of rights, loss of life and disruption of state security and stability. The role of employers is very important in preventing industrial relations disputes. The purpose of this study is to determine and analyze the employer's commitment to preventing corruption. The research method used is descriptive qualitative with a deductive approach. The result of this research is that the prevention of corruption in industrial relations can be initiated from the employer's commitment. The steps taken in implementing the commitment to prevent corruption are planning, implementing, evaluating, improving and feedback. An open corruption prevention system can create trust among parties in industrial relations. The conclusion and implication of this research is that the employer's commitment to preventing corruption in an open manner through the planning, implementation, evaluation, improvement and feedback stages can minimize industrial relations disputes.*

**Keywords:** commitment, employer, corruption, dispute, industrial relations.

### **I. INTRODUCTION**

Industrial relations disputes can be one of the causes of disruption to work security and peace. Industrial relations disputes originate from conflicts or disputes between the parties that cannot be resolved. Industrial relations disputes are often interpreted as industrial relations disputes. Industrial relations disputes that occur in a company can disturb work security and peace. A comfortable and conducive atmosphere is needed by every worker in completing their work. Peace of mind will be difficult to achieve if the environment where the work occurs is conflict.

Conflicts must be resolved immediately. Each party involved in industrial relations must try to find solutions to each other. It is uncomfortable to work in a working environment that is in conflict. There must be a negative impact on the conflict. If it is not immediately resolved, it can result in loss of rights, loss of life, disruption of national security and stability. Rights can be lost from industrial relations disputes. The role of employers is very important in preventing industrial relations disputes.

Industrial relations are a legal relationship between legal subjects in relation to the production process of goods and services. Industrial relations is a legal relationship. Every legal relationship can run well if there is trust between the perpetrators. Conversely, there can also be disputes or conflicts in a legal relationship. Industrial relations disputes are disputes that arise

from industrial relations. Industrial relations are working relations. The legal subjects involved in an employment relationship are employers and workers. Legal subjects involved in industrial relations are employers and workers, government and society. The role of government is very important in the effort to achieve harmonious industrial relations. A special strategy is needed, especially in the era of the industrial revolution 4.0.(Zhou et al., 2016)

Industrial relations disputes can be one of the causes of disruption to work security and peace. If it is not resolved immediately, it can result in loss of rights, loss of life and disruption of the stability of state security. For example disputes between groups in Australia.(Scerri, 2014) Whether there is an industrial relations dispute or not, depends on the parties. If the parties do not make a violation of rights the object of an industrial relations dispute, then an industrial relations dispute will never exist. For example, a violation of the minimum wage is not conceptualized as a violation of the law for servants of the Yogyakarta palace.(Wijayant & Nafiah, 2019) Local wisdom is an important reason to prevent industrial relations disputes.(Wijayant, AsriB. S. A. Subagyo, A. Y. Hernoko, Z. V. Chumaida, and Y. Sugiarti, 2019)

The role of employers is very important in preventing industrial relations disputes. The management system or employer policies will largely determine how industrial relations disputes can be resolved.(Idemobi, 2017) Wage dispute(Wijayanti, 2012) corruption in the formation of trade unions(Wjayanti & Suhartono, 2019) A good work system is needed to create conducive industrial relations. Management support systems, such as the implementation of *ujroh* in the employee wage system(Wijayanti, 2020) and Manufacturing Execution Systems (MES) can also affect the performance of workers in a workplace.(Waschull et al., 2018) Conversely, if management or employers have low integrity, it can lead to a choice of corruption strategies that do not violate the law.(Cuervo-Cazurra, 2016) Corruption can occur in every legal relationship. The impact of corruption is very detrimental to society.(Gunduz & Önder, 2013) The purpose of this study is to determine and analyze the employer's commitment to preventing corruption which can be a solution to reduce industrial relations disputes.

The research method used is descriptive qualitative with a deductive approach. The result of this research is that the prevention of corruption in industrial relations can be initiated from the employer's commitment to preventing corruption. The steps taken in implementing the commitment to prevent corruption are planning, implementing, evaluating, improving and feedback. An open corruption prevention system can create trust among parties in industrial relations. The conclusion and implication of this research is that the employer's commitment to preventing corruption in an open manner through the planning, implementation, evaluation, improvement and feedback stages can minimize industrial relations disputes. The implication of this research is to create an atmosphere of harmonious industrial relations that will accelerate the increase in productivity and welfare at the company or community and state levels.

Industrial relations are a legal relationship that occurs between actors or legal subjects in creating goods and / or services. An industrial relation shall be defined as a system of relations that take shape among actors in the process of producing goods and / or services, which consist of employers, workers / laborers and the government, which is based on the values of the Pancasila and the 1945 Constitution of the Republic of Indonesia.

Industrial relations disputes are disputes that occur in industrial relations, between industrial relations subjects related to industrial relations objects. The subjects of industrial relations are employers, workers / labor unions and the government. The object of industrial

relations is the process of producing goods and / or services. Unfortunately the Industrial Relations Dispute Settlement Act limits the notion of industrial relations disputes to be limited to disputes between employers or an association of employers with workers / laborers or trade unions due to a disagreement on rights, conflicting interests, a dispute over termination of employment, or a dispute among trade unions within one company.

Corruption can be one of the causes of industrial relations disputes. Corruption is a threat to the entire world community. There is a world agreement to fight corruption, as stated in the United Nation Convention Against Corruption (UNCAC) 2003, which was ratified in Law Number 7 of 2006. Corruption comes from the word *corruptio*, *corruptus* from the word *corrumpere* means misappropriation of state money (companies and so on) for personal or other people's gain. The notion of corruption has developed. The notions expand or narrow. Depends on the implementation of each field. In the field of accounting, corruption is exempted from the meaning of fraud into disobedience to laws and regulations.(Jeppesen, 2019) Corruption in the conservation sector, involves the capture of animals that are protected animals.(Moreto et al., 2015)

Corruption prevention can be done through: Education(Seregig et al., 2018) diagnosing rather than fixing systems that are considered corrupt, adopting prevention rather than punishment, informal rather than formal approaches, and situational norms rather than formal laws.(Tanaka, 2001) educating the legal community in realizing an anti-corruption culture. Companies tend to follow a reactive approach to managing corruption risk in foreign countries and only implement measures against corruption(Hauser & Hogenacker, 2014) (1) specific corruption prevention programs and strategies that are added but complement existing anti-fraud programs; (2) targeted anti-corruption training, both for employees and for the public; and (3) effective leadership engagement and commitment to an ethical culture.(van der Wal et al., 2016) Employer commitment, Implementation of Javanese Local Wisdom Principles as Alternative Solution for Non-Litigation Legal Aid Model for Marginal Community(Wijayanti, 2018)

## **II. PROBLEM FORMULATION**

Based on the previous introduction, this research examines the following legal issues:

1. How can the commitment of employers to prevent corruption contribute to minimizing industrial relations disputes within organizations?
2. What are the implications of adopting strategies such as education, diagnosing systems, and implementing prevention measures for reducing corruption and resolving industrial relations disputes effectively?

## **III. RESEARCH METHODS**

The research method used is descriptive qualitative with a deductive approach. The method includes a detailed description of the methods, instruments and techniques of research analysis used in solving the problem. If it is the result of a literature review, the sequence after the introduction is problem-solving analysis. Problem Solving Analysis includes an objective description of problem solving. The distance between the subtitles and the previous text is one space.

#### IV. RESULTS AND DISCUSSIONS

The result of this research is that the prevention of corruption in industrial relations can be initiated from the employer's commitment to preventing corruption. External factors cause corruption due to external causes. The resistance of corrupt behavior to situational influences (Rabl, 2011)

The alienation of honest public officials. (Graycar & Sidebottom, 2012) The Ghanaian Government construction project failures are: political disruption, late payments, partisan politics, bureaucracy, corruption, poor oversight, lack of commitment by project leaders, poor planning, initiating more projects than the government can fund and changes in government existing systems Weak public institutions coupled with political alignments and a bad cultural orientation towards government sector work were inherited from colonial rule. Factors for failure of government projects in Ghana. (Damoah & Kumi, 2018) corruption still occurs among the police. (Buttle et al., 2016)

The likelihood of corruption causing a large decrease (25%) in the provision of public goods, (2) empowering leaders reduce cooperative contributions (in direct contrast to typical institutional penalties), (3) growing in more corrupt circumstances society predicts more bribes and (4) anti-corruption strategies are effective in some circumstances, but can further reduce the provision of public goods when leaders are weak and economic potential is poor.

Transparency can be dangerous in some ways. (Muthukrishna et al., 2017) efforts to prevent corruption must pay attention to local conditions and wisdom. (Charron, 2014) Cost pressure and government corruption are correlated with an increase in the likelihood of socially and environmentally irresponsible behavior by companies. (Wu, 2014) Anti-corruption reform depends on political will. (Brinkerhoff, 2000) The stages taken in implementing the commitment to prevent corruption are planning, implementation, evaluation, improvement and feedback.

The importance of accountants in building the concept of anti-corruption risk. (Slager, 2017) The environment greatly influences the occurrence of corruption. creating an internal control system. (Peltier-Rivest, 2017) Demonstrated operational audits, improved audit committees, improved internal controls, implementation of fraud reporting policies, staff rotation, fraud hotlines and forensic accountants are among the most effective fraud detection and prevention mechanisms used in the public sector. The importance of creating a corruption detection system. (Othman et al., 2015) Building a national integrity system. ("Routledge Companion to Philos. Relig.," 2013) (Langseth, 2001)

Japan is the only Asian country without a dedicated anti-corruption agency (ACA); second, there is more emphasis on preventing corruption in anti-corruption measures; third, the government is concerned with taking steps to prevent further erosion of public trust when corruption occurs; fourth, while preventive measures such as public disclosure and whistleblower protection measures exist, public awareness of their existence is lacking and use of the system is limited; fifth, more effort is being made on prevention through promoting government transparency and accountability and public sector ethics education than on punishing corrupt actors; and sixth, despite efforts to minimize amakudari practices, a lack of political will and its sustainability prevented further reforms. Japanese practice prevents corruption.

Re-learning must be to remove knowledge of corruption, both tacit and explicit, and replace it with knowledge of good governance, accountability and integrity. Through systematic organizational learning and relearning together with other, more repressive measures,

Behavioral approaches to preventing corruption. Combating corruption managers need delegated power and support from the executive leadership. The need for social indicators to

reduce and prevent corruption in public institutions. The application of a national integrity system in the business sector. Forensic accounting techniques to investigate and detect corruption cases in Nigeria. A multi-agent data mining system for cartel detection to prevent corruption in the procurement of goods in Brazilian government

An open corruption prevention system can create trust among parties in industrial relations. Perceptions of servant leadership correlated positively with both leaders trust and organizational trust. Trust is the basis of an agreement is considered different in the scientific world.

## V. CONCLUSION

Conclusions provide answers to the problems raised in the introduction. The conclusions and implications of this study are that employers' commitment to preventing corruption in an open manner through the planning, implementation, evaluation, improvement and feedback stages can minimize industrial relations disputes. The implication of this research is that creating an atmosphere of harmonious industrial relations will be able to accelerate the increase in productivity and welfare at the company or community and state levels.

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