Strengthening Anti-Corruption Character on Leader through Prophetic Training and Counseling

Retno Kumolohadi

Sus Budiharto

Abstract—**This study aimed to determine the change in the subject's personality predisposed anti-corruption by using training and counseling based on the prophetic values. Subject was expected to increase the understanding and appreciation of the values exemplified by the prophet that is honest and guided by conscience (sidiq), professional and reliable (trustworthy), easy to comprehend and understand others in communicating (tabligh), and able to be a problem solver (fathonah). Subject was leader in the official Local Government in the Province "X", under 57 years old, has a position as Bureau Chief, Head and Chief Subdivision, with Echelon: II, III and IV. Anticorruption Personality Scale is used to reveal the nature or character of the anti-corruption is based on indicators of the Corruption Eradication Commission. These character are responsible, discipline, honest, simple, work hard, independent, fair, brave, pay attention. Scores of 1-10 numeric scale that indicates the level or levels of the components of the potential, and activity evaluation, based on Osgood criteria. Researchers used a quasi-experimental method and within subject design.The data with Wilcoxon test showed that z = -2.627, p = .0045 (very significant) for prophetic leadership and z = -2.269, p = .011 (significant) for anti-corruption character. Based on the comparison of pretest-posttest concluded that the prophetic leadership training and counseling are effective to improve the character of the anti-corruption on the subject of this research.**

Keywords—anti-corruption character, training and counseling, prophetic leadership

I. Introduction

Corruption Perception Index (CPI) for Indonesia in year 2013 is not showing signs of improvement [1]. Transparency International declared the results of measurements of the range of 0-100, a score of Indonesia only has a score of 32 equals 2012. The CPI is a composite index that measures corruption globally, involving 177 countries. Perception is measured based on the analysis of experts and businessman. CPI is the one used most countries as a reference on the situation of corruption in a country. Indonesia lags behind Singapore (value 86), Brunei (60) and Malaysia (50). Countries with a high level CPI rankings are Denmark (91), New Zealand (91), Finland (89) and Sweden (89), Norway (86) and Singapore (86). Among these many cases of corruption in Indonesia, showed that local government officials, showed the highest quantity. Here are the data corruption cases handled by the Coruption Eradication Commision office [2]

Table 1. Case handling by the Commission in 2004-2013

No	Position	∑
1	Members of Parliament	73
2	Head of the Ministry	9
3	Ambassador	4
4	Commissioner	7
5	Governor	9
6	Regent / mayor / deputy	35
7	**Echelon I, II, III**	**114**
8	Judge	9
9	Private	90
10	Others	41
	Total	391

Source: http://acch.kpk.go.id/statistic

The data show the success of the Commission to uncover cases of corruption, but on the other hand was also proof that the state apparatus is not clean of corruption, as desired in People's Consultatie Assembly of the Republic Indonesia Decree No. XI/MPR/1998 on the administration of the state should be clean and free from corruption, collusion and nepotism .and Law no. 28 of 1999 concerning the implementation of state clean and free from corruption.

Corruption Eradication Commision suspect that corruption has done because the person concerned has a weak personality traits, otherwise that corruption has a personality quality [3]. Corruption Eradication Commission formulates nine characters (a collection of traits, personality characteristics) that can protect themselves from acts of corruption, namely: .

A. Resposible is obliged to bear all things for the conduct
B. Discipline means to regulatory compliance rules
C. Honest, that is upright, not cheating, sincere, sincere
D. Simple is understated, it is no exaggeration
E. Work hard, meaning to do something in earnest
F. Independent, can be defined as a state of stand-alone, not dependent on others
G. Fair, which means even-handed, impartial, rightly, not arbitrary
H. Brave, which has a steady heart and great confidence in the face of danger and adversity
I. Pay attention to others

Based on the above formulation, Kumolohadi examined 91 Government officer in X province in Java [4]. The data show that there are 35 people or 38.46% have personality traits that corruption is low (low and very low), while in the second group with a score of moderate until high anticorruption personality as much as 56 people or 61.54% (see table 1). The results of this study concluded that it is necessary to enhance

the personality tendencies of anti-corruption efforts, given that the respondent is a holder of existing operational policies at the local level..

Table 2. Frequency and Percentage Distribution of Anti-Corruption

Percentile	Categorization	Frequency	Percsentage
<P 20	Very Low	18	19,78
P20$\leq$X<P40	Low	17	18,68
P40$\leq$X<P60	Average	20	21,98
P60$\leq$X$\leq$P80	High	17	18,68
P>80	Very High	19	20.88
		91	100 %

Note: X = a score of subjects, P = Percentile

The characters are part of the personality. One theory about the reveal personality trait (trait) is characteristic that shows the difference in levels between one individual to another individual. Gordon Allport, Raymond B. Cattel and Hans J. Eysenk formulate that every individual has certain properties that strong, there are moderate and partly weak. Personality traits are based on the theory of characters something genetically natural, basic predisposition to think, feel and act. Another is the sense of personal uniqueness which consists of a mixture of emotions, and intellectual properties into a character such as honesty, courage, etc. [5]

The basic assumption of the theory that focused on personality traits are: every individual has the same characteristics only, manifestation of the strength of the characteristics of different levels, (2) its manifestations in individuals is relatively permanent, (3) a number of traits exhibited by specific behavioral indicators. Research concerning these traits has resulted in a number of measures such as: the nature of authoritarian, neurotic tendencies, and attractiveness [6], therefore the relatively sedentary nature of the individual self, it is not easy to change the nature, because nature formation occurs throughout a person's life span. Nature can not be separated from the context of the situation or event [7]. The nine personality characteristics of the anti-corruption, power levels will be tested by events or circumstances that allow a person tempted to commit corrupt acts that harm the state, such as bribery, fraud in office, extortion, cheating, conflict of interest in the procurement of gratification (Act No. 31 of JO 1999. Act No. 20 of 2001). According to HB X [8], corruptive actions not only act according to the law, but also contrary to the ethical behavior that includes the administration and time corruption, corruption in public procurement, corruption agencies use inventory for personal use.

Leadership training and counseling prophetically chosen as an alternative to improve the character of corruption. Budiharto and Himam mentions that prophetic leadership values contain prophetic or prophetic nature sidiq, trust, sermons and fathonah prophet in any religion has thus led his people in respected by friend [9].

Mentioned in Indonesian Psychological ethics codes that training is an activity that aims to develop the knowledge, skills and ability of a leader to a better direction, while counseling is an effort made by professionals who aim to guide and direct individuals or groups to provide information about the process of decision-making and coping of difficulties in life, especially a situation where there is a challenge to the conflict between its value. The focus of training and more toward preventive counseling and the development of positive potential possessed by using procedures based on relevant theory.

Leadership Training and Counseling based on the values of Prophetic aimed to (1) raise awareness about who and what we really are, (2) encourage self-improvement, (3) pushing for change, (4) it expands the potential for self-empowerment, can improve the integrity and morality, a guide to live a distinguished road, driver and amplifier to be nice. Leadership training and counseling are expected to increase the likelihood of higher anticorruption personality with practice guided by the values of honesty and conscience (sidiq), professional and reliable (trustworthy), easy to grasp and understand others in communicating (tabligh), and able to be a problem solver (fathonah) The shape of the activities carried out at the time was a lecture with the theme-based prophetic develop leadership potential, share experiences lead, discussion, small group counseling, self-report and corruption-themed films.

II. Methods

A. Participants

Participants are leaders in the official Local Government in the Province "X" in Java, Indonesia, under the age of 57 years, the subject has a position as Bureau Chief, Head and Chief Subdivision, with Echelon: II, III and IV (Head of bureau, head of division and head of subdivision. Researchers conducted the initial screening of the participants with at least moderate category anticorruption character to low. There are also the participants who had a high score. Participants with high scores are intended to provide a positive influence on the participants with the higher categories and subjects who had a low score does not feel as the party alleged to be perpetrators of corruption. Researchers first requesting permission to conduct research cq Governor Head of Development Administration Bureau for disseminating research scale on three Bureau Provincial Government where the research was conducted.

B. Measure

The research reveals the anti-corruption character using personality anti-corruption scale. The scale reveal aspects of the nature or character of the anti-corruption based on corruption eradication commission [9]. Scores of 1-10 numeric scale that indicates the level or levels. Subjects were asked to put themselves on one of the available numbers between one to ten and put a cross (X) on the selected value. The scale of this kind is known as semantic differential scales were first introduced by Osgood. The study uses a semantic differential scale with approximately 0.60 according to Thorndike's reliability has to be said adequate [10]

2

Each aspect should be no element of evaluative, potency and activity and is expressed in two words is opposite (bipolar word). Evaluative element is the tendency of a person to approach or avoid, like or do not like the stimulus. Elements of the potential size of the business is to be done for adjustments to the stimulus. Elements activity, is whether or not someone make a motion to adjust to the stimulus [10]. The spread of anti-corruption aspects of personality is as follows:

Table 3. Blue Print Anti-Corruption Personality Scale .

No	Aspect	Potential	Evaluation	Activity
1	Responsible	1	2	3
2	Honest	6	5	4
3	Discipline	9	8	7
4	Simple	11	10	12
5	Independence	13	14	-
6	Brave	16	15	17
7	Fair	18	20	21
8	Work Hard	22	19, 25	23,24
9	Pay Attention	26	27	28
	Total	9	10	9

This study used content validity and internal consistency. In making aitem, aspects which should be explored, while the use of internal consistency validity generates 0373-0792, while the Cronbach alpha reliability coefficient of correlation 0.946. Thus the scale can be said to be valid and reliable research to uncover the data.

c. *Experimental Design*

This study has a hypothesis that there are differences in the character of the anti-corruption on the subject before and after training and counseling. In this study, the experimental group are then compared pretest and posttest, so it calls within subject design [11]. The design of the study is structured as follows:

.

Experimental Group $Y1$ X $Y2$

Y1 = pretest ; Y2 = posttest; X = treatment

The experimental group received training and counseling treatment prophetic leadership as much as four sessions, Session I and session II content training materials in the form of moral leaders with prophetic values for each of the 150 minutes, with the use of interactive lecturing techniques. Session III is a small group counseling sessions (10 people in a group) to share his personal experience in leading and facing the temptation for corruption. Session III lasted for three hours (180 minutes). Session IV is a screening session of the Commission, entitled Good Morning Raesya. The film tells the story of a family who has a modest anti-corruption values. Anticorruption values are transmitted from parents to children is Raesya who became a leader in adult life and refuse to perform acts of corruption. The film lasted 30 minutes followed by 60 minutes of discussion. Session IV or the last session lasted 90 minutes. The entire session number four meetings total duration of 570 minutes or 9 hours 20 minutes. Implementation treatment is on 11th, 18th October for all of the participants, then 25 th October or First November alternately for group counseling and last November 8, the entire group is getting the treatment.

III. **Results**

In previous studies, prophetic leadership and personality tendencies are known to have a correlation coefficient of r = 0.380 and p = 0.000 [12]. These results indicate that the prophetic leadership has very significant relationship to the personality tendencies of anti-corruption, and is thought to serve as an appropriate treatment. Furthermore, subjects had detectable anti-corruption score of weak character, given training and counseling with a group that has better score. This study used a quasi-experimental matching technique with the subject, based on equality of gender, age, education, length of work and religion.

Before the group performed a hypothesis test, the group were analyzed for normality and the result is Kolmogorov-Smirnov Z = .258; p = .040 (p < 0.01, the distribution of data is not normal)   (Statistical calculations using SPSS 16:00 facilities.

Table 4. Biodata of Experimental Group and the Differences before and after Treatment

Sex	Age	Edu	Work Experience	Religion	Gain score pre-post
Female	41	S1	18 years	Islam	-1
Female	54	S1	28 years	Islam	-6
Female	54	S1	24 years	Islam	+45
Female	49	S1	21 years	Islam	+19
Female	54	S1	28 years	Khatolik	+8
Male	54	S1	24 years	Islam	-4
Male	51	S2	22 years	Islam	+12
Male	50	D3	23 years	Islam	+12
Male	55	S1	29 years	Islam	+10
Male	50	S1	23 years	Islam	+18
Female	53	S2	28 years	Islam	+4

Pretest and posttest comparison with Wilcoxon test (as alternative from t-test if the data are not normal) showed z = -2.627, p = .0045 (very significant) for prophetic leadership and z = -2.269, p = .011 (significant) for anti-corruption character. Based on the comparison of the two session were performed when the pretest and posttest concluded that the prophetic leadership training and counseling to improve the character of the anti-corruption on the subject of this study.

IV. **Discussion**

The leader grows in a particular societal context. The leader receives instill values, norms and customs of both the family and the neighborhood. If people grew up in an environment that demands to be honest, it became more and more understood that nature is what has always been the hope of interacting with others. Values, norms and customs are embedded in the family and the environment will be held as a true benchmark one including direct ways of thinking, feeling

and acting. Individuals who have been implanted by nature good, when it became the leader will demand the same thing for his or her staff [13]

Participants had an average experience is more than 20 years experience working and rolling at various places in the Local Government. Rolling needs strategies for adaptation. Some of the events that lead to the temptation for corruption is the face of a system that somewhat tolerant of corruption, mark-up funds for a workshop at the hotel even though the funds that it can use the funds to cover the same for the other events, fictional journey, giving security money which precisely the time it was ordered by the leader to increase welfare reasons.

Prophetic Leadership training and counseling aims: (1) raise awareness about who and what real human beings, (2) encourage self-improvement, (3) pushing for change, (4) inflated self-potential and empowerment right, can improve the integrity and morality, becomes guidelines, the true life path guidance, as well as the booster amplifier to be nice. In this study, each person made aware that the nature of reality itself is a leader. Fitrah as a leader has influence and power. The prophet leadership will be accountable to God Almighty. Leaders are aware of the nature of existence itself will not do the immoral [14]

The dimensions of prophetic leadership consists of four aspects, namely honest and guided by conscience (sidiq), professional and reliable (trustworthy), easy to comprehend and understand others in communicating, even becoming a psychotherapist (sermons), and able to be a problem solver (fathonah) [9]. Based on prophetic leader who is supported by the power of God, there are many of work ethic. The spirit of togetherness with others, not dichotomous between science and religion, has won the leadership goals and feel the common welfare, so it is not impossible that the four aspects of an honest, trustworthy, sermons and smart have successfully achieved [14].

Leaders with character filled with integrity to build an organization that is strong and durable, strong values needed as an anchor that brought the organization to adapt to changes. Moral character are the foundation of the organization's social responsibility. Each personnel who are not willing to compromise with corruption, collusion and nepotism are expected to be successful and was not deterred even when the market is, the world around him, full of the crime [15]

Character of Anti-corruption according to participants, can be strengthened through training and counseling based prophetic. Subject to being more introspection, self mirror after exposing material about personal self, at home and in the workplace. Subject hoped that training and counseling can be continued as more striking, given not only cognitive but also affective insight to inspire awareness and psychomotor raises intention to act correctly according to the guidelines and guidance that has been exemplified by the prophets.

Acknowledgment

References

[1]. Corruption by country. *Available at http://transparency.org/country.* [Online] 2013.

[2]. Cases Handling by CEC 2004-2013. *http://acch.kpk.go.id/statistik.* [Online] 2013.

[3]. **Budi, J.** KPK-Antara Reuters. *http;//www.tribunenews.com.* [Online] June 2011.

[4]. *Exploring Values, Integrity and anticorruption of Javanese Government Officer.* **R.Kumolohadi.** DOI: 10.7763/IJSSH.2013.v3.216. s.l. : ISSN: 2010-3646, 2012, International Journal of Sscial Science and Humanity , Vol. 3 Number2, hal. 151-155.

[5]. *Scale Validation Anticorruption Personality in Local Government.* **R.Kumolohadi.** Bandung : Apsifor HIMPSI, 2012. hal. pp.128-129

[6]. **S.H.Calvin, and.GLindzey** *Psychodinamic Theory (Clinical).* [penyunt.] Supratiknya. Yogyakarta : Kanisius, 2005.

[7]. **N.D.Sundberg.** *Assessment of Persons.* New Jersey : Prentice Hall, Inc, 1977.

[8]. **St. Hamengkubuwono.** *Toward Building Integrity Zone Region Free of Corruption.* Yogyakarta : Presented at: Widya Mataram University., 2012. hal. pp 4-6.

[9]. *Konstruk Teoritis dan Pengukuran Persepsi terhadap Kepemimpinan Profetik.* **S. Budiharto, and F. Himam** Yogyakarta : Gadjah Mada University, 2006, Psychology Journal, Vol. 33 (2), hal. 121-132.

[10]. **S. Soekadji,** *Introduction to Semantic Differential.* Jakarta : Faculty of Psychology Indonesia University, 1977.

[11]. C.**Hansen and A, Myers.** *Introduction Experimental Psychology.* Pasific Groves CA : Wadsworth, 2006. Vol. 6 th ed.

[12]. *Values Orientation, Leadership and Anticorruption Trends in Government Officer X Province*, **R. Kumolohadi and S. Budiharto** Yogyakarta : DPPM Islamic University of Indonesia, 2012. Towards Madani Society and Everlasting . Vol. ISBN 978-979-98438-7-6.

[13]. **H. Tjitra, H. Panggabean, J. Murniati.** *Leadership and Changing.* /jakarta : PT Gramedia, 2012.

[14]. **H.B Adz-Dzakiey,** *Prophetic Leadership.* Yogyakarta : Al Manar-Ak Group, 2009.

[15]. **D.Ulrich.** *Leadership in Asia: Challenges and Opportunity* . Singapore : Ministry of Manpower and McGrawHill, Co., 2010.

First Author: Retno Kumolohadi, born on Yogyakarta, 19th May 1971. Undergraduate **at** Gadjah Mada University Indonesia in 1995 and Graduate program in 2003. Lecturer from 1996 until now, at Islamic University of Indonesia, Faculty of Psychology and Socio Cultural Sciences. Research interest: Clinical cases in organizational context, Personality and Forensic Psychology

Second Author: Sus Budiharto, born on Purworejo 4 Februari 1972. Undergraduate **at** Gadjah Mada University Indonesia in 1996 and Graduate program in 2006. Lecturer from 1998 until now, at Islamic University of Indonesia, Faculty of Psychology and Socio Cultural Sciences. Research interest: Leadership, Industrial and Organisational Psychology