

KAPASITI ORGANISASI SEKTOR AWAM DALAM PENGURUSAN PEMBANGUNAN INTEGRITI

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The government has implemented various efforts in order to increase integrity in the public sector. Among the efforts are establishment of institutions and special committees; formulation of laws, regulations and policies; organizing of programmes, activities, campaigns, trainings, seminars, workshops and conferences; preparation of guidelines; publication of books, magazines and bulletins; development of philosophies and ideologies; strengthening the system of administration and management et cetera. However, the performance of integrity in the public sector is still not at the satisfactory level as it was raised not only by the Honorable Prime Minister but also from the top civil servant, mass media, and non-government organizations, private sector as well as the public. In the context of an organization, many scholars agreed that managers are agents of paramount importance in realizing the organizational goals or objectives, including developing quality human capital. The question is "Do organizations (managers) have the capability to influence the thinking, attitude, behavior and subordinates' actions to rise to the required level of the organizations?" This explorative study obtains data through face-to-face informant interviews of four ministries: [Ministry of Home Affairs](#), [Ministry of Natural Resources and Environment](#), [Ministry of Plantation Industries and Commodities](#) and [Ministry of Youths and Sports](#). The study findings show that the level of knowledge among managers on the concepts of management on integrity development is lacking and the performance on the implementation of integrity development in those four ministries is unsatisfactory.