

The Effect of Internal Auditors' Intention to Whistleblow Unethical Behaviors on Their Judgment and Decision Making Considering the Moderating Role of Organizational Factors¹

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INTRODUCTION

While whistleblowing on unethical behavior and wrongdoing in organizations offers numerous benefits, internal auditors may choose to remain silent despite a strong intention to report such issues. This highlights the importance of examining the factors influencing their intention and ultimate decision to whistleblow. This study aims to investigate the effect of internal auditors' intention to whistleblow unethical behavior on their judgment and decision-making regarding whistleblowing. Additionally, it explores how organizational factors specifically organizational commitment and culture moderate this relationship.

MATERIALS AND METHODS

This study is applied in purpose, survey-based in data collection, and descriptive-correlational in analysis. The population consists of certified public accountants with internal audit experience. Using Cochran's formula, the sample size was determined to be 385 individuals. After distributing questionnaires online and in person, 185 usable responses were collected and analyzed. The research spans 2023–2024 and focuses on

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audit studies. Data were analyzed using structural equation modeling (SEM) with PLS software to test the hypotheses.

RESULTS AND DISCUSSION

The findings reveal that internal auditors' intention to whistleblow unethical behavior has a positive and significant effect on their judgment and decision-making in whistleblowing contexts. However, organizational commitment and culture do not significantly moderate the relationship between auditors' intention to whistleblow and their judgment or decision-making.

CONCLUSION

The results of the first hypothesis confirm that internal auditors' intention to whistleblow unethical behavior positively and significantly influences their judgment and decision-making, supporting the hypothesis. Consistent with the Theory of Planned Behavior, a strong intention increases the likelihood of actual behavior. Here, high whistleblowing intention among internal auditors enhances their decisiveness and confidence in whistleblowing judgments. However, the second and third hypotheses positing that organizational commitment and culture strengthen the link between intention and judgment/decision-making are not supported. These factors do not appear to enhance this relationship.

Keywords: Whistleblowing of Internal Auditors, Judgment and Decision Making, Organizational Culture, Organizational Commitment.

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