THE EFFECT OF INTEGRITY LEARNING UNDERSTANDING OF LEADERSHIP TRAINING PARTICIPANTS ON ANTI-CORRUPTION BEHAVIOR OF CIVIL SERVANTS IN THE SOUTH KALIMANTAN PROVINCIAL GOVERNMENT

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ABSTRACT:

The purpose of this study was to analyze the effect of Integrity Learning Understanding on Leadership Training participants on the Anti-Corruption Behavior of Civil Servants in the South Kalimantan Provincial Government. This research uses a mixed method approach with quantitative research in the first stage followed by qualitative research. This type of research is explanatory quantified and exploration for qualitative. The location is carried out in the South Kalimantan Provincial Government. The population in this study were alumni of Leadership Training at the Regional Human Resources Development Agency of South Kalimantan Province from 2017 to 2020 by means of simple random sampling totaling 900 people. The sample in this study amounted to 281 people. Interview informants in this study were 57 people consisting of policy makers, widyaiswara, education and training alumni, mentors, peers, subordinates and the community. Quantitative analysis technique using simple linear regression with SPSS application. The results show that the understanding of integrity learning has a significant effect on the anti-corruption behavior of Civil Servants in the Province of South Kalimantan, which consists of 13 Regencies, Municipalities and the Regional Government of South Kalimantan with a value of 0.05. Understanding of integrity material affects anti-corruption behavior because it teaches conformity between words, orders, and behavior, forms a person and a leader who is trustworthy, honest, trustworthy, does not harm in policy making, as a benchmark for ASN professionalism, reflects religion, enlighten, provide direction on how to deal with challenges in the service. Aspects of supporting anti-corruption behavior are understanding the importance of integrity material on anti-corruption behavior, learning methods for integrity material that are interesting and easy to understand, as well as support from colleagues and satisfaction from the community.

Keywords: Integrity Learning Understanding, Anti-Corruption Behavior, Civil Servants, Supporting Aspects, Community Satisfaction.

INTRODUCTION:

In order to be able to carry out their duties according to their functions and professions, civil servants must be able to provide good, professional, excellent or excellent service, free from political intervention, and free from corruption, collusion and nepotism practices. The importance of building the character and attitude of the State Civil Apparatus, especially civil servants, therefore Anti-Corruption and Integrity materials have been taught in all types and levels of training. Anti-corruption material

was taught from 2012 to 2014 in Pre-service Education and Training with education and training for the Acceleration of Corruption Eradication for 12 hours of lessons for Pre-Office Groups I, II, and III. From 2014 to 2017, education and training subjects changed to Anti-Corruption with 18 hours of learning time and 2 days for Candidates for Civil Servants Groups I and II, while Group III was given 27 hours of learning for 3 days. In 2017 to 2019 Anti-Corruption materials were given 24 hours of lessons for 2 days, in the Basic Training of Candidates for Civil Servants Groups I, II and III, and from 2019 until now, Anti-Corruption materials were given for 12 hours of lessons within 1 year. full day, on the Basic Training of Candidates for Civil Servants Groups I, II and III.

Meanwhile, Integrity material at the Regional Human Resources and Development Agency of South Kalimantan Province has been given at Level IV and Level III Leadership Training since 2014 for 2 days with 18 hours of training. The Level II National Leadership Training is given for 1 day with 9 hours of training since 2017, the Supervisory Leadership Training is given for 18 hours of learning along with Pancasila leadership material, and the Technical and Functional Training is given for 3 hours of training. The purpose of learning the material for the Acceleration of Eradication of Corruption, Anti-Corruption and Integrity, is basically the same, namely to form the attitudes and behavior of Civil Servants who are trustworthy, responsible, and have high integrity in carrying out their obligations as elements of the state apparatus in particular, and as Indonesian citizens in general. Based Index Survey Integrity Assessment of the Corruption Eradication Commission (KPK SPI, 2019) note that I Index This Integrity in 2018 was 68.75. Meanwhile, South Kalimantan were slightly above the average with an index integrity 68.76 and are on the order of ten to twenty-two agencies in Indonesia, both at p he

Government of the region as well as ministries and other agencies. Based on the General Report of the KPK Integrity Assessment Survey from 2018 to 2021, the comparison of the integrity index of Ministries, Institutions and Regional Governments nationally always increases from 2017 to 2020 data, namely 66.00 (2017), 68.75 (2018), 76.98 (2019), and 82.80 (2020) .

Previous research studies suggest that corrupt behavior can occur in various sectors, such as research conducted by Djasri, Rahma and Hasri (2016 : 1) which in this study shows that corruption (fraud) in health services has the potential , even most of it has been proven to occur in Indonesia. Corruption and low integrity are also common in the political world. The value of novelty in this study was obtained by comparing the results of previous research searches through various Google Scholar sources. Based on 15 previous research journals, which has almost the same object is the research of Hauser (2018:1) which states that " training has a positive correlation on the probability of rejecting corruption ". The difference with this research is that the object of the research is an understanding of the specific integrity of the training material. In addition, there is a difference research- previous research that alumni leadership in Kalimantan South, especially Leadership Training conducted by BPSDM South Kalimantan Province.

Integrity Civil Servants in South Kalimantan Provincial Government, is indispensable for the progress of the region in particular and of course will also have an impact nationally. For this reason, it is considered important to know the effect of understanding the teaching of Integrity on the anti-corruption behavior of its Civil Servants, why the Understanding of Integrity Learning of Leadership Training Participants affects the Anti-Corruption Behavior of Civil Servants in the Provincial Government of South Kalimantan, and what are the supporting aspects of Anti-

Corruption Behavior of Civil Servants. Civil Servants in the South Kalimantan Provincial Government which is then expected to influence the success of development and the welfare of its people.

Based on the background of the problem above, the formulation of the problem that the writer proposes is: 1) How is the Influence of Understanding Integrity Learning of Leadership Training Participants on Anti-Corruption Behavior of Civil Servants in the South Kalimantan Provincial Government? 2) Why does the Integrity Learning Understanding of Leadership Training Participants affect the Anti-Corruption Behavior of Civil Servants in the South Kalimantan Provincial Government? 3) What aspects support the Anti-Corruption Behavior of Civil Servants in the South Kalimantan Provincial Government.

LITERATURE REVIEW:
A. Integrity of Civil Servants:

In Camus Big Indonesian (199 9 : 383), integrity interpreted as m utu, nature, or the circumstances indicate a unified whole that has potential and Ability late that exudes dignity and honesty. Echols and Hassan (1992: 326) , integrity defined as a sincerity, honesty, and integrity. Integrity has at least two functions (Bernard, Schurink , & De Beer, 2008) , namely : 1). Cognitive function (mindset, cognitive maps) in which relates to moral intelligence, understanding of self, knowledge of the self against the bad atmosphere that should not be done, and self-reflection about understanding yourself with a question whether are considered true or not correct a conduct. 2) Affective function, which is related to feelings of pleasure, feelings of guilt for actions taken, and an appreciation of oneself.

The theory of a tool of social control and a tool of social engineering explains the ultimate goal of the law that is applied and directs society towards a more advanced one (Bernard et al,

2010: 126). Integrity assessment is an assessment carried out to map corruption risks and prevent corruption through strengthening the anti-corruption system. Internally use a combination approach to perception and experience (direct or indirect) stakeholders. Integrity is assessed by looking at how the organization (represented by public employees/officials) carries out its duties in a transparent, accountable and anti-corruption manner. Assessments are given by employees (internal), service users (external) and expert sources (experts) and are adjusted by correction factors. In this study will be examined on the internal integrity, namely anti-corruption whose judgment was given by the employees of state civil. (KPK, 2018:9)

B. Understanding Integrity and Anti-Corruption Learning:

Concept understanding is the ability of students to recognize, understand and apply concepts, procedures, principles and ideas. The main indicator of understanding and the effectiveness of understanding is the ability of students to convey and re-explain concepts in their own language (Polya in Suherman, 2001). Arikunto (2005:51) reveals that comprehension is the ability to understand simple relationships between facts and concepts. Understanding comes from the word understanding which means to understand correctly, while understanding is the process of making a way of understanding (Zulfajri and Twilight, 2008).

Nasution (1999:27) reveals that understanding is the ability to define, formulate difficult words with one's own words. It can also be the ability to interpret a theory or see consequences or implications, predict the possibility or consequences of something. Activity to think secretly finds himself in others. The forms of understanding include the ability to capture the meaning and

significance of the material being studied (Winkel, 1996:245).

Comprehension is a benchmark of ability and competence of learner's students perform teaching activities, Sudjana (1995: 24). Daryanto in (Darmiyati , 2008 : 24) reveals about three stages in learning :

a. Translating, is the transfer of meaning from one language into another language. It can also be from an abstract conception into a symbolic model to make it easier for people to learn it.

b. Interpret, is a capacity of greater than translating which is the ability to recognize and understand. Interpreting can be done by connecting past knowledge with the knowledge obtained next, connecting the graph with the actual conditions described, and distinguishing between the main and the non-essential in the discussion.

c. Extrapolate. Extrapolation requires a higher intellectual ability as someone claimed to see something written. Make predictions about consequences, or expand perceptions in terms of time, dimensions, cases, or problems a.

RESEARCH METHOD:

This research uses Mixed Method, which is a quantitative method in the first stage which is then followed by a qualitative method in the second stage. According Arikunto (2006: 12), quantitative research is that many research approaches are required meng g u n will be a number, ranging from data collection, interpretation of these data, as well as the appearance of the results. Type research in tian used in quantitative approaches there was explanatory, while the qualitative approach used type of approach explorative (Sugiyono, 2017 : 73). The causality research in this study explains the effect of understanding the integrity material on the anti-corruption behavior of civil servants. Meanwhile, the second stage of research with a qualitative approach is needed to find out how the Integrity Learning Understanding influences the Anti-Corruption Behavior of Civil Servants in South Kalimantan Province, and why the effect is positive. Sugiyono (2017), the method of qualitative research is a research method that is based on the philosophy of post- positivism, is used to examine the condition of the object that is natural (as the opposite of experiments) researcher is a key instrument, making sample of data sources is done purposive and snowball, collection technique by triangulation. The data is inductive or qualitative, and the results further emphasize the significance of the generalization. Meanwhile, the purpose of qualitative research, according to Kriyantoro, is to explain a phenomenon as deeply as possible by collecting data that shows the importance of depth and detail of the data being studied. This research is focused on the Influence of Integrity Learning Understanding of Leadership Training Participants on Anti-Corruption Behavior of Civil Servants in the Provincial Government of South Kalimantan, and the reasons and aspects that support Anti-Corruption Behavior of Civil Servants in the Provincial Government of South Kalimantan.

The research population according to Sugiyono (2016: 80) is a generalization area consisting of: objects/subjects that have certain qualities and characteristics that are determined by researchers to be studied and then drawn conclusions. In this study, the population was Civil Servants of South Kalimantan Province who had participated in leadership training at the Regional Human Resources Development Agency of South Kalimantan Province between 2017 and 2020. 960 people. The sample is part of the number and characteristics possessed by the population. For this reason, samples taken from the population must be truly representative (Sugiyono, 2016: 81). The sampling technique in

this study used the Simple Random Sampling technique . Simple Random Sampling is taking samples from the population at random without regard to the strata that exist in the population (Sugiyono, 2017:82) . Location of research to obtain data and information that is accurate object on conscientious related this issue conducted in Regency / City and Government of South Kalimantan province.

RESULTS AND DISCUSSION:
A. Research Result:

The instrument in the study is said to be valid if it is able to measure what it wants to measure and can reveal data from the variables studied on a regular basis. This test is carried out using the product moment correlation coefficient, with the test criteria used is an instrument is said to be valid if the r value > 0.30 with a significance degree of 5% (Nunnaly in Ghozali, 2004:42).

The results of the validity and reliability test using SPSS version 26.0 for Windows are presented in tables 1 and 2 . The following tables will present the results of the data processing of the validity and reliability test of the research instrument.

Table 1 . Validity Test Results Items of Integrity Learning Understanding (X)

No	Question Items	r	Minimum Standard	Criteria
1	I practice transparency in every job I do	0 .601	0.3	Valid
No	Question Items	r	Minimum Standard	Criteria
2	There is clarity of information in every job I do	0 .608	0.3	Valid
3	We never accept "bribe" money in carrying out work	0 .748	0.3	Valid
4	We never accept work-related gifts from colleagues	0 .783	0.3	Valid
5	We never accept levies of any kind related to work	0 .801	0.3	Valid
6	In dealing in our office, it is not allowed to use intermediaries or middlemen	0 .785	0.3	Valid
7	I have never used state facilities for personal gain	0 .736	0.3	Valid
8	I have never received orders from superiors that violate the rules	0 .752	0.3	Valid
9	I never do corruption in my work	0 .834	0.3	Valid
10	I have never done nepotism or collusion in my work	0 .812	0.3	Valid
11	The institution maintains the confidentiality of whistleblowers.	0 .616	0.3	Valid
12	Institutions protect whistleblowers.	0 0.647	0.3	Valid

Source: Processed from primary data, year 2021

Based on table 1 . As mentioned above, all elements in the understanding of integrity learning (variable X) are said to be valid, because their values range from 0.601 to 0.834, meaning that the above is above the minimum standard of 0.3 . While the validity test on the Y variable, namely the Anti-Corruption Behavior Items can be seen in table 2 below:

Table 2. Validity Test Results of Anti-Corruption Behavior Items (Y)

No	Question Items	R	Minimum Standard	Criteria
1	At my institution, there are media and means to report violations both internally and externally	0 .605	0.3	Valid
2	At my institution there is a system (whistleblower) to report an act with an indication of a violation.	0 .627	0.3	Valid
3	There is clear socialization regarding the anti-corruption system in the institution, both to employees and stakeholders	0 .704	0.3	Valid
4	There is socialization regarding the procedure for reporting violations in the institution that can be carried out by both employees and stakeholders	0 .700	0.3	Valid
5	There is no practice of co Rupsi, ko warp and nepotism in the selection of employees	0 0.647	0.3	Valid
6	There is no corruption, ko warp, and nepotism in the promotion of employee	0 0.661	0.3	Valid
7	The institution facilitates the improvement of the quality of HR soft skills on a regular basis	0 0.694	0.3	Valid
8	The institution facilitates the improvement of the quality of HR soft skills evenly to all employees according to capacity	0 0.694	0.3	Valid
9	There is no abuse anggara n incompatible functions	0 .758	0.3	Valid
10	There is no misuse of the budget that does not match the amount of the funds	0 .774	0.3	Valid
11	There are no fictitious business trips	0 .702	0.3	Valid
12	I have never received a fictitious honor	0 0.677	0.3	Valid
13	I understand the meaning of the Integrity training material delivered	0 0.776	0.3	Valid
14	I understand the definition of the Integrity training material that has been delivered	0 .762	0.3	Valid
15	I can translate the concepts from the Integrity Training materials that have been delivered	0 .782	0.3	Valid
16	I can find out what integrity means in the Integrity Training	0 .756	0.3	Valid
17	I can interpret and understand the meaning of the material presented at the Integrity Training	0 .798	0.3	Valid
18	I can understand by linking Integrity Training materials with applications and examples in life	0 .798	0.3	Valid
19	I can understand by formulating the main points of Integrity Training	0 .779	0.3	Valid
20	I can understand by re-explaining in my own words the Integrity Training material	0 .757	0.3	Valid
21	I can do analysis in the form of predictions and consequences in the field as a follow-up to the Integrity Training materials	0 .718	0.3	Valid
22	I can provide case examples along with analysis based on Integrity Training materials	0 .774	0.3	Valid
23	I can provide suggestions and recommendations in the field as a follow-up to the Integrity Training materials	0 .745	0.3	Valid
24	I can explain the factors Factors that underlie corruption based Integrity Training materials	0 .733	0.3	Valid

Source: Processed from primary data, year 2021

Based on Table 2 above, it shows that the items of the variables contained in this questionnaire have a value of r > 0.30 meaning that all instrument items used are declared valid. Validity shows that the question items in the questionnaire distributed to respondents are proven to be able to measure Integrity Learning Understanding (X) and Anti-Corruption Behavior (Y).

The results of the reliability test are used to determine whether the research instrument used can be used many times at different times. To find out whether the measuring instrument is reliable or not, it was tested using the Alpha Cronbach method. An instrument is considered to have an acceptable level of reliability, if the value of the measured reliability coefficient is 0.6 (Sekaran, 1992:287 and Malhotra, 1996:304).

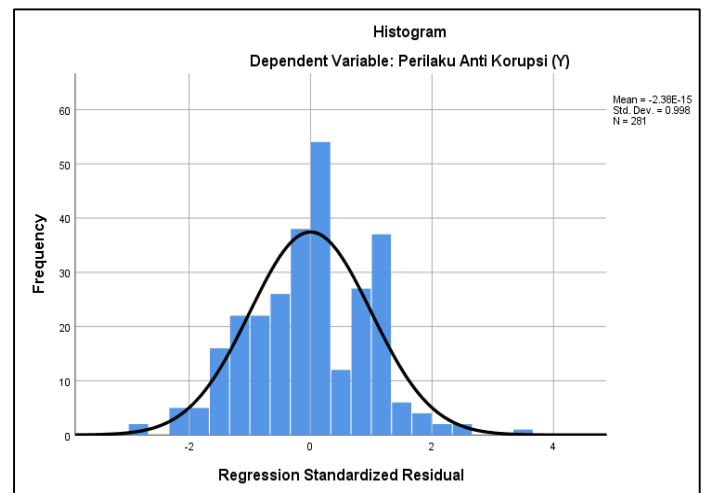Table 3 . Instrument Reliability Test Results

No	Variable	Reliability Statistics		Minimum Standard	Criteria
		Cronbach's Alpha	N of Items		
1	Understanding Integrity Learning (X)	0 .919	12	0.6	Reliable
2	Anti-Corruption Behavior (Y)	0 .9 59	24	0.6	Reliable

Source: Processed from primary data, 2021

The proven reliable data proves that the question items have a high reliability value in measuring research variables. Reliability is also related to consistency, which indicates that the questions that are compiled will get the same answer if data is collected several times.

Before using simple regression (looking for an effect consisting of one variable X and one variable Y) it can first be proven that the data used has a data normality distribution, in order to obtain estimation results that have good predictive accuracy or in other words, good predictions are obtained. learning the integrity of the anti-corruption in pe devices are civil in Peme 's instructions South Kalimantan Province.
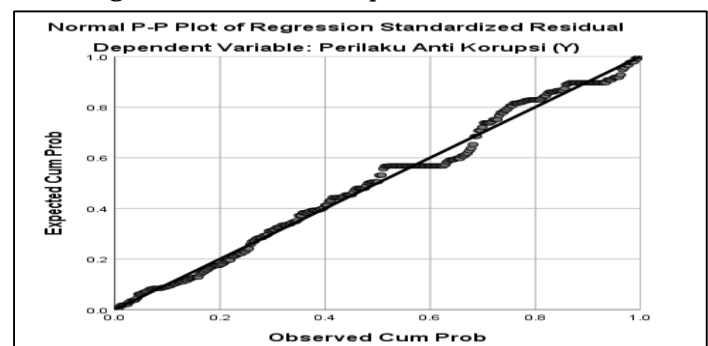
The results of the requirements test in the form of a data normality test are presented in graph 1. and 2.

Graph 1. Histogram of Data Spread around the Average
Source: Processed from primary data, 2021

From the graph 1 above it can be seen that the data used has a normal distribution, with regular and mem shape of the curve.

Graph 2. Normal PP Plot of Standardized Residual Regression
Source: Processed from primary data, 2021

Detection of normality of the data done by looking at the distribution data (point) p no diagonal-axis of the graph. From the graph above, dots spread around the diagonal line, and it follows the direction of the diagonal line so that it can be concluded that the regression model has to meet the assumptions of normality. So the regression model is feasible to use to predict using regression. Thus, the requirements for using regression that require

normally distributed data are met (Singgih Santoso, 2003: 214).

Result of Intervariable Influence Testing:

Table 3 . Model Summary Regression

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0 .749 a	0 .561	0 .560	3.385
a. Pre dictors: (Constant), Understanding Learning Integrity (X)				
b. Dependent Variable: Anti-Corruption Behavior (Y)				

Source: Processed from primary data, 2021

Table 4 . Results of the Regression Coefficient of Inter-Variable Influence Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig. (error rate)
	B	Std. Error	Beta		
1 (Constant)	10,487	1,672		6.274	0 000
Understanding Integrity Learning (X)	0 .396	0 0.021	0.749	18,897	0 000
a. Dependent Variable: Anti-Corruption Behavior (Y)					

Source: Processed from primary data, 2021

To test the significance of the constant and each independent variable, the hypothesis testing reference is used as follows: if t-count t-table, then H0 is accepted (regression coefficient has no significant effect), if t-count t-table, then H0 is rejected (coefficient regression has a significant effect). Or, the decision can also be made based on the SPSS output value contained in the sig/significance column , namely: if sig/significance > 0.05 then H0 is accepted (X has no significant effect on Y), if the sig/significance value <0.05 then H0 is rejected (variable X has a significant effect on variable Y). Based on these criteria, the decisions taken are as follows :

The results of the t-test (table 5.10) obtained the t-count value for the Integrity Learning Material Understanding variable (X) of 18,897. The value of the t-table with n-2 (281-2=279), with alpha (α) = 0.05, the value = 1.65 is obtained. The results of the comparison of the t-count value with this t-table show the t-count value > t-table, or 18.897 > 1.65. Because of the variable Understanding Learning Integrity (X)

proved to have a significant effect on the behavior of Anti-Corruption ASN Regional Government of South Kalimantan (Y) .

Likewise, if decision making is based on the results of the sig/significance value in the SPSS output, it can be seen in the sig column . t is obtained the value of sig. variable Integrity Learning Understanding (X) = 0.0 00, which indicates a significant number at less than 0.05. Because it proved variable Understanding Learning Integrity (X) significantly influence the behavior of Anti-Corruption ASN in the Regional Government of the Province of South Kalimantan (Y) .

Thus, the hypothesis proposed in this study, which reads: there is a significant influence on the understanding of Integrity Learning Materials on Anti-Corruption Behavior of Civil Servants in the Regional Government of South Kalimantan Province, can be accepted as true .

B. Discussion:

Quantitative research results show that the understanding of learning integrity has a significant effect, and the influence is very strong on anti-corruption behavior for Civil Servants of South Kalimantan Province, which consists of 13 (thirteen) Regencies/ Cities and the Provincial Government of South Kalimantan.

The results of this study are in accordance with research conducted by Ariani and Badera (2015: 182) which suggests that integrity, objectivity , confidentiality, and competence have a significant and positive effect on the performance of the Denpasar City Inspectorate auditors and on Integrity and Anti-Corruption education proposed by Habibi. (2018: 25) that the Anti-Corruption Doctrine Program is one of the many ways that have been made to reduce the corrupt spirit. The results showed measuring professionalism ASN influence policies that do not harm, reflects the religious values, alignment, consistency,

integrity, honesty, behavior trust, and can be trusted, be considered fundamental to the career ASN, and as the basis of identity which is implemented in implementation of tasks so that integrity material is very appropriate to be given as the main material, because it plays a role in preventing corruption in its environment. This is in accordance with the results of research from Habibi (2018: 25) that the Anti-Corruption Doctrine Program is one of the choices of the many ways that have been made to reduce the corrupt spirit.

The results show that the understanding of integrity learning can be immediately implemented in all daily activities as a civil servant and can be transmitted to subordinates, an honest and trustworthy leader can be an example for his subordinates. This is in accordance with the opinion of Jeremy Pope (2007) that the role of executive leadership is very important, with the help of the media, he can set himself as an example by having good behavior to imitate. The results of the study stated that the relationship between superiors and subordinates is very good because they can exchange ideas when there is something new, information is conveyed quickly and fosters the same perception. The community also feels that they get good service, clear information, no extortion, and easy to manage so there is no need for middlemen. This is consistent with that disclosed by Wong (2018: 154) public support, especially educators is essential for the success of the anti-corruption campaign.

CONCLUSSION:

Integrity of alumni, stakeholders, wisyaiswara, superiors, peers, and subordinates to Conduct Anti-Corruption effect is very good, positive, capable of changing the attitudes and behavior of high integrity can shield a person from committing fraud and will not break law, no extortion and brokers. With a good understanding, one can behave in an anti-

corruption manner, comply with organizational regulations and ethics, be honest, uphold commitments, be positive and believe in principles that are true and responsible, be consistent between words and actions which include organizational culture, anti-corruption system, human resource management. , and eliminate the occurrence of budget misuse; because the learning can be accepted easily so that it can be immediately implemented in all daily activities as civil servants and also to be transmitted to subordinates .

From the conclusions above, then the recommendations dap a t writers to convey u o obtain the benefits of a more real, then learning of integrity should not just stop at the classroom, but need to continue with lifelong learning, among other things through the Establishment of Study Groups Integrity Electronics Alumni Training leadership BPSDM Regional South Kalimantan Province. It can be divided into 3 levels, namely, Electronic Integrity Care Learning Group Alumni Integrity Care Supervisor Leadership Training which can be abbreviated as (e-KOBERLIWAS INTEGRITAS IV), Integrity Care Administrator Leadership Training Alumni (e-KOBERLITOR INTEGRITY III), and National Leadership Training Alumni Level II Concern for Integrity (e-KOBERLINAS INTEGRITAS II) South Kalimantan Province.

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