

ANTECEDENT THEORY OF MOTIVATION FOR CORRUPTION WITH MASLOW'S THEORY AS MOTIVATION REVIEW

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ABSTRACT

The purpose of this study was to test Maslow's theory of motivation based on the level of need, which is a person committed a criminal act of corruption. Besides other theories such as Triangle Fraud Theory, GONE Theory, CDMA Theory, Willingness and Opportunity Theory, Cost-Benefit Theory of Capital. This research is descriptive qualitative. The results of the discussion of Maslow's theory of motivation at the level of the corruption crisis (high corruption) can result in an inverted pyramid so that high corruption acts can occur if someone thinks that the highest level needs are their basic needs.

Keywords: Maslow's Theory, Corruption,

PRELIMINARY

Etymologically corruption comes from the word corruption which is a verb from movere which means rotten, damaged, destabilizing, twisting, bribing. International transparency explains that corruption is an act of behavior of public officials, be it politicians/politicians or civil servants, who unfairly and illegally enrich themselves, by abusing the power given to them. This act of corruption is very troubling to the country because this action will reduce the welfare of the community. As in the case that recently occurred in the area of the Ministry of Social Affairs. The Minister of Social Affairs with the initials JB, who is one of the perpetrators of corruption for social assistance to overcome the Covid-19 pandemic in the form of basic food assistance provided by the Ministry of Social Affairs in the Jabodetabek area in 2020 with a value of IDR 5.9 trillion from 272 contracts and implemented in stages with 2 sessions. For the assistance received, the price is set at Rp 10,000 per social assistance. The corruption case carried out by the Minister of Social Affairs is one of the saddest corruption cases in Indonesia.

In the midst of the community's difficulties during the pandemic, these naughty elements have the heart to continue to profit from the suffering and misery of the community. The number of corruption cases that occur in the government order is really concerning because these actors have a crucial role in the administration of the government of the Republic of Indonesia. There have been many efforts from the state to eradicate this corruption case, one of which is to improve the remuneration system that is in line with the bureaucratic system. Then what is the reason why corruption cases are still very common in this country? Through this paper, will explain the behavior of corruption in terms of the perspective of Motivation Theory and Maslow's Theory. The theory of motivation proposed by MC Clelland explains that a person has three basic drives to be motivated, these basic drives consist of the need for affiliation, achievement, and power. So this act of corruption is a form of behavior that abuses authority to reap profits by deviating and violating the law and can occur within the government, company, or private sector. MC Clelland, Wu and Huang in 2011 also explained that the motivation of affiliation and power has a close relationship with bribery behavior, which is part of corruption. perpetrator. So if viewed from the perspective of motivation, it explains that the highest motivation for perpetrators of corruption acts is because it is motivated by affiliation, power, and achievement motives.

Therefore, to prevent the development of corrupt behavior, preventive efforts that can be done is to implement the Character Building program in the school environment is one of the important efforts in preventing the development of corrupt behavior. In addition, efforts to foster achievement motives can be made by instilling the values and norms of honesty. Through the values and norms of honesty, individuals will try to get success legally. And the existence of a motive for high power does not mean it is a bad thing, if the motive is not based on an egoistic motive, the motive must be balanced with social encouragement. So that way, when a person has the right to power, he will still pay attention to social interests and not only be concerned with his interests. For this reason, preventive efforts or actions in the form of character education and social values such as empathy values, social responsibility, and so on need to be developed to prevent the spread of corruption in the next generation.

FORMULATION OF THE PROBLEM

1. What is motivation theory?
2. What is Maslow's theory?
3. What is corruption?
4. What is the motivation for someone to commit corruption?
5. What is the current state of corruption in Indonesia?
6. How can the role and implementation of Maslow's theory influence someone to commit acts of corruption?

SCOPE OF PROBLEM

So that this research is more focused, directed, and avoids the discussion being too broad, the authors need to limit it to the following problem limitations:

1. This study discusses the antecedent theory of motivation to commit corruption, the role of Maslow's theory in motivating someone to commit corruption.
2. Motivation plays an important role in advancing HR in organizations and companies because motivation can determine the quality of a person's behavior in work, study or other life.
3. There are 2 types of motivation, namely intrinsic motivation (derived from within a person) and extrinsic motivation (derived from self-motivation).
4. In Maslow's theory review, someone who commits acts of corruption is included in the type of need for esteem which consists of lower and higher needs.
5. A person commits corruption because of opportunity, pressure, greed, power, power, and moral aspects.
6. Corruption results in slowing a country's economic growth, increasing poverty and income inequality, and decreased investment.

METHOD

The study method used is descriptive qualitative based on data, facts, and electronic media information sources

DISCUSSION

Motivation Theory Etymologically, motivation comes from the Latin "movere" which means to move. According to Uno (2007), motivation is an encouragement both from outside and from within a person who has interests and desires, drives and needs, hopes and ideals, as well as appreciation and respect. Meanwhile, Imron (1966) states that motivation comes from English 'Motivation' which means encouragement in a person in carrying out an activity to achieve the goals that have been set. From the expert understanding above, it can be concluded that motivation is a force or energy within a person that creates enthusiasm in carrying out an activity, both from within and outside oneself to achieve goals.

In the world of organizations or companies, motivation is very important to advance and develop HRM in organizations and companies. Thus, motivation can determine the quality of a person's behavior, whether in the study, work, or other life. According to Abin Syamsuddin Makmun (2003) in a psychological view, states that to know and understand the motivation in each person can be seen from several indicators, namely: (1) frequency of activities, (2) duration of activities, (3) persistence in activities, (4) patience and tenacity in the face of an obstacle, (5) sacrifice in achieving goals, (6) the level of expectation to be achieved with the activities carried out, (7) the level of qualification of achievements achieved from the activities carried out, (8) attitudes in the target activities. In addition, Abin Syamsudin Makmun (2000) divides motivation according to its source and development process, including: (1) primary motives or basic motives, and (2) secondary motives. This primary motive or basic motif is something that occurs naturally and is not learned because this motif is innate from birth. In this motive, Abin Syamsudin Mamkum (2007: 38) further divides this group into 2 parts, namely: physiological drive (physiological drive) and general drive (Morgan's general drive) or emergency motive (Wordsworth's emergency motive). Examples include eating and drinking. (2) Secondary Motive, this motif is a motive that grows due to the experiences learned in the surrounding environment. An example is a person's motive to excel in the work environment to get a promotion. In addition to the motives above, there are social motives derived from human behavior. The motivations described above are derived from two types of motivation, including intrinsic motivation (originating from within a person) and extrinsic motivation (coming from self-motivation). According to Abin Syamsudin Makmun (2007:37) states that motivation can arise within us which comes from within ourselves and also comes from outside ourselves and the encouragement of the surrounding environment. These two types of motivation can be explained as follows:

- 1). Intrinsic Motivation This motive comes from within a person who pushes someone without an external stimulus. If a worker has a strong intrinsic motivation, then this person does not need coercion to work hard. Because he can assume that work is a necessity so that if it is not implemented, the need is fulfilled will not be fulfilled. Thus, this motivation can be said to be a motivational factor. These motivational factors have indicators that are divided according to Herzberg quoted by Luthans (2011; 160), including a) Success (Achievement) A success can be seen from the achievements achieved, therefore the superiors must provide an opportunity for their subordinates to try to achieve a good job. b) Recognition With the achievement of this success, the superiors must acknowledge that their employees perform well. For example, you can provide a certificate/bonus/etc. c) Responsibility (Responsibility) This factor can occur if the superior does not supervise or supervise closely, therefore the subordinates are responsible for planning and carrying out a job by themselves. d) The work itself Employees are required to understand what they are doing and the boss must be sure to make a real business venture. That way employees can try to avoid boredom in the work of subordinates and the leader also ensures that every subordinate is right in his job. e) Development (Advancement) Development is the most important motivational factor because if this development factor succeeds as a motivator in itself, the superior can provide training or education that can develop self-potential and be more responsible.
- 2). Extrinsic Motivation This motivation comes from outside a person. This extrinsic motivation has several groups according to Herzberg quoted by Luthans (2011: 160), including a) Policy and Administration This policy is made from the superiors in written form. This policy serves to serve as a benchmark in carrying out an appropriate job and assigned responsibilities. This is to ensure that all employees can act fairly and fairly. b) Quality of Supervision Lack of supervision can lead to a sense of disappointment for employees. The superiors are required to understand how to properly supervise their

employees and the responsibilities they hold. c) Interpersonal Relations In the world of work, a subordinate and his superior feel unable to get along with each other. Therefore, in order not to trigger a sense of employee disappointment, there are 3 ways to overcome this, including: (1) technical skills; (2) human skills; (3) conceptual skills. d) Salary Superior managers must be able to assess whether the salaries of their employees are following the performance they are doing.

Maslow's Theory

Maslow's theory of needs is one of the psychological theories introduced in the Psychological Review in 1943 by Abrahama "A Theory of Human Motivation". This assumes that lower-level needs must be met or at least sufficiently met before the higher-level needs.



Figure 1. Maslow's Theory of Needs

From the picture above, the most basic needs are physiological needs, an example of which is the need for daily food and clothing. The second is the need for security, which is a need to protect oneself from crime, terrorism, future dangers, or others. The third is the need for affection, a need that is needed to have the urge to have a social community such as friends, the desire to have a partner and offspring, and so on. The fourth is the need for esteem, which is a desire to achieve and have the prestige to be respected, or the need for status and fame. The last is the need for self-actualization where this need a person can develop his potential to a higher level. This happens because there is no satisfaction in fulfilling desires. Corruption is the act of any person who unlawfully commits an act of enriching himself or another person or a corporation that can harm state finances or the state economy (Law No. 31 of 1999). Or it can also be interpreted that corruption is an act carried out by someone for mere profit which is contrary to the duties and rights of others. Corruption describes a person's nature from a standard of moral behavior to immorality. Corruption according to Law no. 20 of 2001 consists of various types, namely: a. Against the law, enriching other people/entities that are detrimental to the state's finances/economics (Article 2). b. Abusing authority due to position/position that can harm finances/position that can harm the country's finances or economy (Article 3). c. Bribery (Article 5, Article 6, and Article 11). d. Embezzlement in office (Article 8, Article 9, and Article 10). e. Extortion in office (Article 12). f. About chartering (Article 7). g. Gratification (Article 12B and Article 12C).

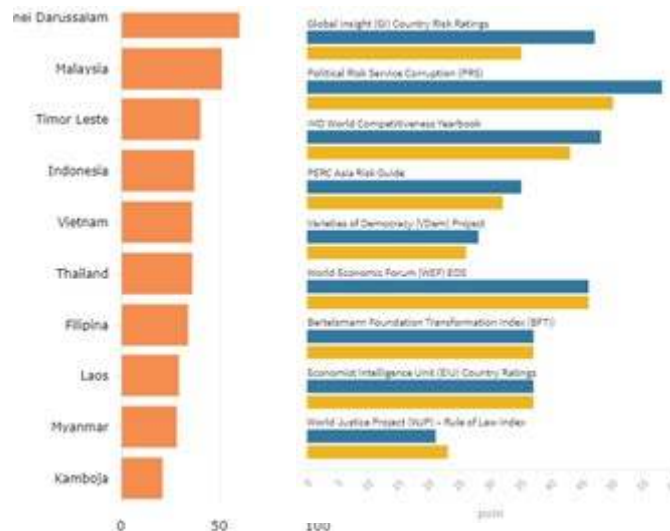
Corruption behavior occurs because of the materialistic and consumptive mental attitude in society and the political system that still worships material things. Corruption behavior is triggered by internal factors (from within the individual) and external factors (from outside the individual). Internal factors consist of 2 (two) aspects, namely individual aspects and social aspects. While external factors consist of aspects of public attitudes towards corruption, economic aspects, political aspects, and organizational aspects. To explain the behavior of corruption, several theories explain someone committing acts of corruption, namely: 1). The Triangle Fraud Theory (Donald R. Cressey) In this theory, Donald explains that there are three factors for a person to

commit corruption, these factors are pressure, opportunity, and rationalization. 2). GONE Theory (Jack Bologne) The cause of someone committing corruption itself can be caused by several factors, namely greed (greed), opportunity (opportunity), needs (needs), and disclosure (expose). 3). CDMA theory (Robert Klitgaard) Corruption can occur because of the power (directional) and monopoly (monopoly) factors that are not accompanied by accountability (accountability). 4). Willingness and Opportunity Theory According to this theory corruption can occur when there is an opportunity due to system weakness or lack of supervision and desire driven by need or greed. 5). Capital Cost-Benefit Theory This theory explains that corruption can occur when the benefits obtained or perceived are greater than the costs or risks. 6). Maslow's Theory of Needs In this theory, it means that acts of corruption can occur if a person considers that his highest level needs are his basic needs, then he will do anything to achieve them. Corruption will certainly have a negative impact, both in the economic and social fields. From the economic sector, the impact is sluggish economic growth and investment, decreased productivity, low quality of public goods and services, decreased state revenues from the tax sector, and increased government debt. As for the social sector, corruption is the cause of poverty, as reflected in the high price of public services and services, slower poverty alleviation, limited access for the poor, increasing crime rates, and the last is seen from the increasingly scarce social solidarity. In addition, acts of corruption will also affect a person's professional ethics and morality as well as habits, customs, and demographics.

Someone's Motivation to Corruption Corruption is an act that benefits oneself by abusing the authority and opportunities that exist. This can be detrimental for the company to the country's economy. Someone who commits corruption is caused by several factors, including 1. Opportunity; If there is a weakness in the supervisory system or control, then an opportunity arises for someone to commit corruption. This happens because of the lack of supervision, audit mechanism, and the weakness of a company's control. 2. Pressure; Corruption can occur because of external pressure, both from lifestyle demands to helplessness in one's finances, which causes someone to commit corruption to meet the existing pressures. 3. Greed; The existence of greed for the thirst for one's needs which can be said to be sufficient for an individual's basic needs. For example, feeling lacking in her glamorous life. 4. Power; It is the authority that a person gets to carry out a given activity. Unrestricted power can trigger someone to commit an act of corruption. 5. Needs; This is a factor that is needed in a person to support his life. To overcome this, an income or salary that is equivalent to the performance given in the company is needed. 6. Moral aspects; Occur because he is weak in faith, honesty, and shame. This can happen because of consumptive behavior and encouragement from the family to commit corruption.

Condition of Corruption Problems in Indonesia Corruption is still a lot happening in this republic. The practice of criminal acts of corruption that occur in Indonesia is reported by the mass media almost every day. The reality of corrupt practices that occur in Indonesia does not only involve personal but also political and legal institutions. The definition of corruption according to Law Number 20 of 2001 concerning the Eradication of Criminal Acts, corruption is any person who unlawfully commits an act of enriching himself or another person or a corporation that can harm state finances or the state economy. Corruption is said to be a form of crime that undermines national discipline. Damage to national discipline stems from the loss of individual compliance with applicable state regulations or laws. This results in governance in government and society not going well, financial losses to the state, and moral degradation of the nation. So far, the law on corruption and the Corruption Eradication Commission has contributed as a form of government attention to eradicating corruption cases throughout Indonesia and investigating them more deeply. Based on the 2014 Corruption Perception Index survey by International Transparency, Indonesia has a low score in the order of countries free from corruption. A low score in this index indicates the prevalence of bribery, the lack of commensurate penalties for corrupt behavior, and public institutions that do not respond to people's needs (Transparency, 2014).

Corruption Perception Index in Indonesia in 2020



Source: Transparency International Indonesia

Figure 2. Corruption Perception Index

Indonesia is ranked 107th out of 174 countries, compared to other ASEAN countries such as Singapore (ranked 7) and Malaysia (ranked 50th) with higher indexes for corruption-free governance. The corruption perception index data provides information that efforts to eradicate corruption are still an important issue that needs attention, in addition to improving existing legal products. According to Suharko, when viewed from various aspects such as legal, legislation, policies, and institutions for eradicating corruption, Indonesia already has adequate, even almost perfect, equipment to eradicate corruption systematically.

The graph shows the decline in Indonesia's Corruption Perception Index (CPI) score in 2020 issued by Transparency International (TI), which indicates that the indicators of corruption in Indonesia are getting worse. Then, this statement was confirmed by the condition of the State which only pocketed 37 points, three points lower than 2019. TI uses a scale of 0-100 in measuring GPA. A score of zero indicates a country is highly corrupt. On the other hand, a score of 100 indicates a country very clean of corruption. With the current score, it means that the problem of corruption in Indonesia is still worrying. Of the 180 world countries in the IT assessment, Indonesia's GPA is ranked 102nd in 2020. Meanwhile, on the graph, at the Southeast Asian level, Indonesia's GPA has dropped by one to fifth in 2020.

Implementation of Maslow's Theory Can Influence Someone Do

Corruption

Maslow stated that people are motivated by unmet needs in order of importance from the lowest to the highest order. A person who commits acts of corruption in Maslow's theory belongs to the type of need for appreciation. Where the need for esteem consists of lower and higher needs. In a review of Maslow's theory, corruption falls into two types, where a lower award includes a person's status and a higher award includes a person's power. According to several case studies, it shows that acts of corruption are influenced by a person's sense of dissatisfaction, which is driven by status and power factors. In Indonesia itself, many corruption cases are carried out by someone who has a high status and high power, for example, the case of corruption in social assistance carried out by Juliari Batubara who is the Minister of Social Affairs. In the eyes of the Indonesian people, the status of a minister is quite important because he is appointed directly by the president and his duties and authority are quite high and crucial. Quoted from the-

LHKPN.go.id page, Juliari has the highest assets in the form of land and buildings. Juliari owns land and buildings spread across Badung (Bali), Simalungun (North Sumatra), Bogor (West Java), and Jakarta as well as a total of 11 land and building assets worth Rp48.1 billion. According to Andy Nugroho's observation as a Financial Planner from the Advisors Alliance Group, he said that the cause of Juliari Batubara's corruption was his hedonistic lifestyle which was driven by the desire for recognition from others about his existence. This shows that the corruption committed by Juliari Batubara is based on Maslow's theory. This is related because his actions reflect the reward factors (status and power) of Maslow's theory. So it can be concluded that Maslow's theory can influence a person's actions to meet their needs.

Implication

Quoted from the KPK website, corruption is an act that is very detrimental to the state. Corruption causes a slowdown in a country's economic growth, decreased investment, increased poverty, and increased income inequality. Corruption is an act that is very detrimental to the state. Corruption causes:

1. The slowing down of a country's economic growth.
2. Decreased investment.
3. Increased poverty.
4. Increasing income inequality.

Corruption can also reduce the level of happiness of the people in a country. Corruption has a very bad impact on the life of the nation and state because there has been rottenness, dishonesty, and has hurt the people's sense of justice. Budget irregularities that occur due to corruption have reduced the quality of state services to the public. At the macro level, the diversion of public funds into private pockets has reduced the ability of the state to provide things that are beneficial to society, such as education, environmental protection, research, and development. At the micro-level, corruption has increased the uncertainty of the existence of good services from the government to the public. Other effects of corruption can be:

1. The collapse of the nation's character, morals, integrity, and religiosity.
2. There is a bad effect on the country's economy.
3. Corruption contributes to the death of society's work ethic.
4. The exploitation of natural resources by a handful of people.
5. Has a social impact by decreasing human capital.

Corruption always brings negative consequences to the process of democratization and development, because corruption has delegitimized and reduced public trust in the political process through money-politics. Corruption has also distorted decision-making in public policies, lacks public accountability, and negates the rule of law. On the other hand, corruption causes various development projects and public facilities to be of low quality and not by proper needs, thus hampering long-term sustainable development.

The magnitude of the negative impact of corruption requires a law that underlies it. Criminal sanctions for perpetrators of corruption are stated in Article 2 paragraph (1) of Law Number 31 of 1999. Which states, "Anyone who unlawfully commits an act of enriching himself or another person or a corporation that can harm state finances or the state economy, sentenced to life imprisonment or a minimum imprisonment of 4 (four) years and a maximum of 20 (twenty) years and a minimum fine of Rp. 200,000,000.00 (two hundred million rupiahs) and a maximum of Rp. 1.000.000.000,00 (one billion rupiah). Meanwhile, Article 2 paragraph (2) states, "If the criminal act of corruption as referred to in paragraph (1) is committed under certain circumstances, the

death penalty may be imposed". While the explanation of Article 2 Paragraph (2) states, "What is meant by 'certain circumstances' in this provision are conditions that can be used as a reason for criminal aggravation for perpetrators of criminal acts of corruption, namely if the crime is committed against funds designated for handling dangerous situations. , national natural disasters, overcoming the effects of widespread social unrest, overcoming economic and monetary crises, and repeating criminal acts of corruption".

In addition to criminal sanctions, a corrupt convict also needs to receive social sanctions. Conceptually, social sanctions are a form of punishment that aims to provide shame for perpetrators who violate the values, norms, and morality prevailing in society.

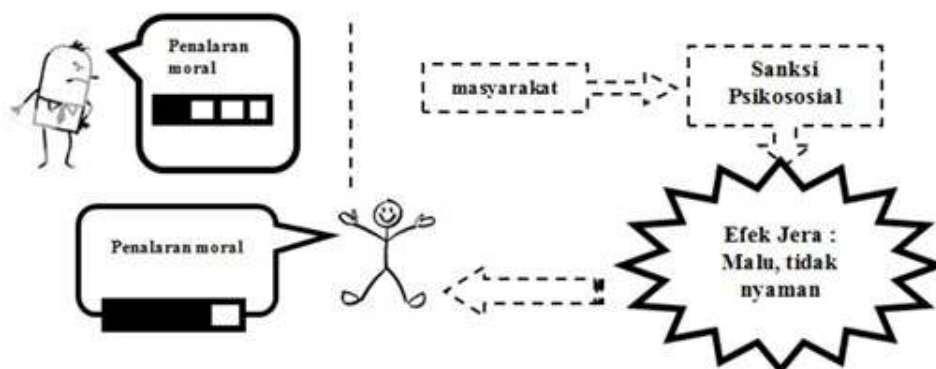


Figure 3. The flow of the Concept of Increasing Moral Reasoning Through Psychosocial Sanctions based on Kohlberg and Hoffman Moral Theory

The discourse of social sanctions re-emerged because there was a phenomenon that defendants and convicts of corruption looked happy, smiling, waving when they appeared on the screen. Therefore, positioning the accused and convicts as violators of the value of goodness, moral defects are part of increasing the deterrent effect. The following are examples of social sanctions that are commonly given by the community to convicts of corruption, including:

1. Socially isolated.
2. Regret.
3. Forced to obey the rules.
4. Humiliated in public.

According to Zainal Arifin Mochtar, the social sanctions referred to are not only shaming in that form, but also the concept of affirmation. For example, social work, revocation of political rights and others, are the most deterrent. In addition, for example, the punishment for impoverishment is much more feared.

Findings Resulting from the Study

Maslow's theory can also influence a person to do something to fulfill all his needs. There is a previous study entitled "Implementation of Abraham Maslow's Hierarchy of Needs Theory on Improving Librarian Performance". Where in the study Maslow's theory provides a comprehensive guide in assessing the needs that can motivate someone more specifically in an organization. The theory focuses on the fulfillment of basic human needs both internally and externally. Maslow's theory of thought is very structured in describing human needs.

CLOSING Conclusion

Corruption is an act that benefits oneself by abusing the authority and opportunities that exist. This is certainly detrimental to the company and the country's economy. Someone who commits acts of corruption, of course, has an underlying motivation. Motivation itself is a strength or energy within a person that creates enthusiasm in carrying out an activity, both from within and outside oneself to achieve goals, and in this context, that is committing acts of corruption. The

cause of someone committing corruption itself can be caused by several factors, namely greed (greed), opportunity (opportunity), needs (needs), and disclosure (expose).

So it can be said that one of the motivations for committing corruption, especially in Indonesia, is because of necessity. A person who commits acts of corruption in Maslow's theory belongs to the type of need for appreciation. Where the need for esteem consists of lower and higher needs. In a review of Maslow's theory, corruption falls into two types, where a lower award includes a person's status and a higher award includes a person's power. So that it can be proven and concluded that Maslow's theory can play a role in motivating someone to take action to meet their needs, one of which is in acts of corruption, where a person commits an act of corruption because he has the motivation to fulfill his need for awards (status and power). Of course, this action causes more losses, because it can lead to a slowdown in a country's economic growth, decreased investment, increased poverty, and increased income inequality, which can be seen in Indonesia.

Suggestion

Based on the description of this study, we suggest that readers understand the Antecedent Theory of Motivation to Corruption and the influence of Maslow's Theory in it. In addition, readers are expected to always take positive values from motivational theories and apply legal and religious principles in conducting business activities. To minimize the possibility of the emergence of motivations to commit acts of corruption.

Advanced Study or Research

Based on the results of this study, the author realizes that there are obstacles and limitations in its preparation, it is necessary to conduct a further study by adding or changing the variables discussed in this study so that the topic is much broader. then it is suggested to use a more actual case study. In addition, further studies are expected to be carried out by looking for newer references and complete.

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