

## CHAPTER V

### CONCLUSION AND SUGGESTION

#### A. Conclusion

This study aims to provide empirical evidence of the influence of attitude, organization support and locus of commitment become a intervening variable on the whistleblowing intention on employees in the universities in Mataram area. Based on the analysis described in the previous chapter, the following conclusions can be drawn as follows:

1. There is a significant negative effect of attitude towards locus of commitment of employees in universities in Mataram area.
2. There is a significant negative effect of organization support towards locus of commitment of employees in universities in Mataram area.
3. There is a significant negative effect of attitude towards whistleblowing intention of employee in universities in Mataram area.
4. There is a significant negative effect of organization support towards whistleblowing intention of employee in universities in Mataram area.
5. There is a significant positive effect of locus of commitment towards whistleblowing intention of employee in universities in Mataram area.

6. There is a significant negatif effect of attitude towards whistleblowing intention with locus of commitment as an intervening variable of employee in universities in Mataram area.
7. There is a significant negatif effect of organizational support towards whistleblowing intention with locus of commitment as an intervening variable of employee in universities in Mataram area.

### **B. Research Limitation**

This study has a several limitation including the following :

1. The research sample is limited because it is only done at 2 universities in xxx city.
2. The variable that used in this research is only attitude, organization support and locus of commitment as a intervening variable towards whistleblowing intention.
3. This study only uses data collection methods in the form of distributing questionnaires without conducting interviews so that the results obtained are less than optimal.
4. The answer of some respondents were less diverse. It make us as a researcher a little bit worried in processing the data and there are several questionnaire that must be eliminated because of defects (not complete).

### **C. Suggestion**

Based on the results of the research and discussion previously described, the suggestion that can be given for further research are as follows:

1. Extending the research sample are not only in Mataram but also in other city, and other university because this case can be happen in everywhere.
2. Adding other variable that can be influence in whistleblowing. So that is expected that later it can be expand new research on factors of whistleblowing intention
3. Improving the quality of questionnaire that used as an instrument to collecting the data by making the respondents feels as whistleblower to make it relatable.
4. Data collection methods should not only be done with survey method using a questionnaire but also using the interview method. The purpose of the interview is to make data which is obtained more accurately.