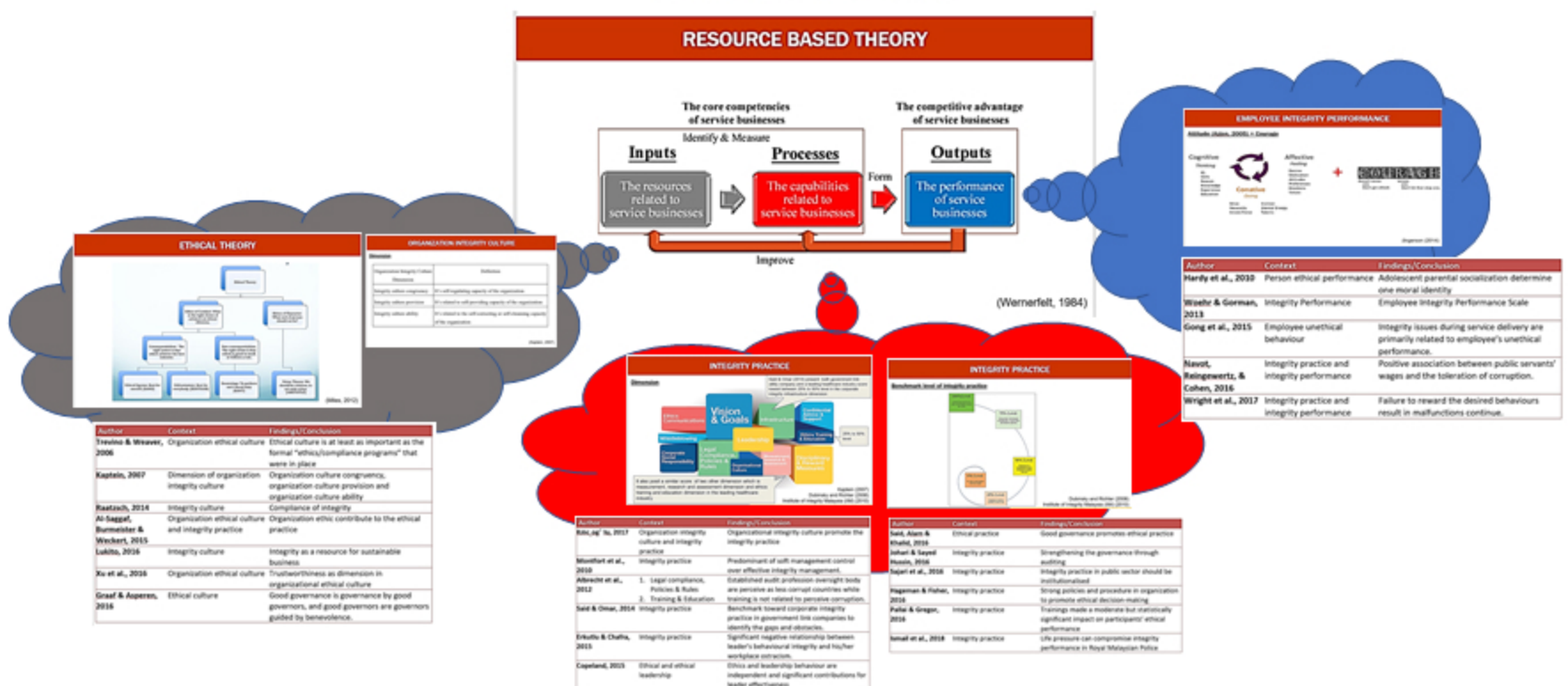


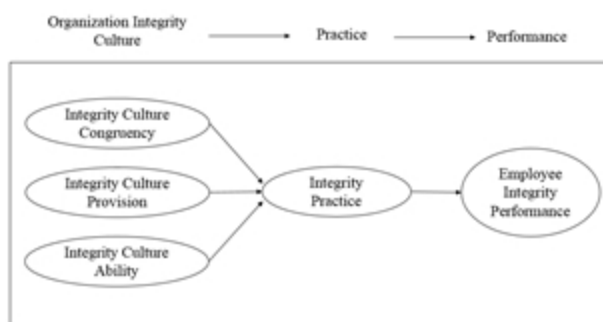
# THE ROLE OF ORGANIZATIONAL INTEGRITY CULTURE ON INTEGRITY MANAGEMENT PRACTICE AND EMPLOYEE ETHICAL PERFORMANCE IN THE PRIVATE HEALTHCARE INDUSTRY

**ABSTRACT** The purpose of this paper is to investigate the role of organisational integrity culture in terms of organisational progress in integrity practise and employee integrity performance in Malaysian private healthcare industries. This paper examines the literature on resource-based theory, ethical theory, and organisational integrity culture theory. Organization integrity culture act as a resource to gain the competitive advantage over integrity practice and hence employee integrity performance. A significant amount of research has been conducted on ethical theory with fragmented focus on resource-based theory to strategized utilization of integrity practice, making it difficult to adopt effective integrity practice implementation with positive result. This study provides a better understanding of how integrity practises can be effectively implemented in Malaysia's private healthcare industries to improve the integrity performance of talent in healthcare industries.

## LITERATURE REVIEW



## CONCEPTUAL FRAMEWORK OF THE RESEARCH



## CONCLUSION

- It is suggested that integrity practice would be affected by integrity culture and lead to high employee integrity performance.
- Private healthcare manager should pay more attention to the organization integrity culture as a resource towards a competitive edge of quality healthcare system.
- Social media inclination create the need to execute a differentiation or focus on strategic management to overcome very competitive market. As such implication towards engaging high integrity employee is expected.
- This will be the first study in private healthcare integrity practise that uses the Malaysian Institute Integrity Index to propose a link between organisational culture and employee ethical performance.
- It is expected that this research will contribute to the private healthcare effective integrity practice management in the context of Malaysia.
- The private healthcare management would be able to benefit from the exploration of the integrity culture congruency, integrity culture provision and integrity culture ability to support it integrity practice.

## RESEARCH QUESTIONS, RESEARCH OBJECTIVES AND HYPOTHESES

Research Questions	Research Objectives	Hypotheses
1. Does the organization integrity culture (OIC) influence the integrity practice?	To examine the influence of organization integrity culture (OIC) on integrity practice	H1. Organization integrity culture will affect integrity practice. H1a. Integrity culture congruency will affect integrity practice. H1b. Integrity culture provision will affect integrity practice. H1c. Integrity culture ability will affect integrity practice.
2. Does integrity practice influence employee integrity performance? Mediation effect	To investigate the influence of integrity practice on employee integrity performance	H2. Integrity practice will affect employee integrity performance.
3. Does integrity practice mediate the relationship between OIC and employee integrity performance?	To test the roles of integrity practice as a mediator between OIC and employee integrity performance.	H3. Integrity practice mediates the relationship between OIC and employee integrity performance. H3a. Integrity culture congruency mediates the relationship between OIC and employee integrity performance. H3b. Integrity culture provision mediates the relationship between OIC and employee integrity performance. H3c. Integrity culture ability mediates the relationship between OIC and employee integrity performance.

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