

## Analisis whistle blowing system pada PT Antam Persero Tbk = Analysis of whistle blowing system in PT Antam Persero Tbk

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### Abstrak

Penelitian ini bertujuan untuk menganalisis penerapan whistle blowing system pada PT ANTAM (Persero) Tbk berdasarkan persepsi pegawai. Penelitian ini berfokus pada perlindungan kepada whistleblower, mekanisme pelaporan pelanggaran, penyusunan ketentuan whistle blowing, reward, sikap organisasi, serta karakteristik whistleblower. Berdasarkan hasil penelitian, ditemukan bahwa secara garis besar PT ANTAM (Persero) Tbk telah melaksanakan whistle blowing system dengan baik. Namun terdapat beberapa kekurangan yaitu sosialisasi belum merata, terdapat beberapa kendala terkait pelaksanaan whistle blowing system, perlunya keterangan perlindungan whistleblower yang lebih jelas dan detail, belum berjalannya sistem reward, serta diperlukannya sikap dan komitmen pegawai yang lebih baik dalam melaporkan tindak pelanggaran.

*This study aims to analyze the implementation of whistle blowing system in PT ANTAM (Persero) Tbk from employees' perspective. Focus of this study are whistleblower's protection law, the mechanism of fraud reporting system, whistle blowing requirement, reward, organization's support, and whistleblower characteristics. This study finds that, PT ANTAM (Persero) Tbk has been implementing whistle blowing system as good. But there's still a few problem appears, which includes unevenly distributed information of whistle blowing system, whistle blowing implementation constraints, the needs of whistleblower's law clarity and detail, reward system not yet implemented, and better employees commitment to whistle the blow.*