JIAFE (Jurnal Ilmiah Akuntansi Fakultas Ekonomi)

MORAL DISENGAGEMENT AND UNETHICAL BEHAVIOR: SYSTEMATIC LITERATURE REVIEW

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ABSTRACT

The purpose of this study is to map research topics, research methods, and research subjects from journals determined by researchers, namely moral disengagement and unethical behavior. The journals collected from Google Scholar are 20 from 2008 - 2022. The most widely used method is the questionnaire, while the subjects are students and employees. This research uses the systematic literature review method. Many cases of violation of the code of ethics still occur frequently in Indonesia and various countries, and one of the factors causing it is unethical behavior and Moral disengagement. Moral disengagement and unethical behavior are important concepts in the field of ethics and organizational behavior. Moral disengagement refers to the psychological process by which an individual justifies or removes their guilt for unethical actions. In the context of organizational behavior, it refers to the tendency of individuals to ignore ethical principles when making decisions or performing actions that harm others or the organization.

ABSTRAK

Tujuan penelitian ini yaitu untuk memetakan topik penelitian, metode penelitian, dan subjek penelitian dari jurnal yang ditentukan peneliti yaitu moral disengagement dan unethical behaviour. Jurnal yang terkumpul dari google scholar yaitu sebanyak 20 dari tahun 2008 - 2022. Metode yang paling banyak digunakan adalah kuesioner, sedangkan subjek yaitu student dan karyawan. Penelitian ini menggunakan metode Systematic Literature Review. Banyak kasus pelanggaran kode etik yang masih sering terjadi di Indonesia maupun di berbagai negara, salah satu faktor penyebabnya adalah perilaku tidak etis dan penurunan moral. Penurunan moral dan keputusan yang tidak etis merupakan konsep yang penting dalam bidang etika dan perilaku organisasi. Penurunan moral mengacu pada proses psikologis di mana seseorang membenarkan atau menghilangkan rasa bersalah mereka terhadap tindakan yang tidak etis. Dalam konteks perilaku organisasi, ini mengacu pada kecenderungan individu untuk mengabaikan prinsip-prinsip etis saat mengambil keputusan atau melakukan tindakan yang merugikan orang lain atau organisasi.

INTRODUCTION

Ethics is a concept that is formed through morals and has a truth value that can be used as a social action by a group or individual (Sanggarwangi, 2021). A person's behavior can be shown by conscious action and has rules that must be obeyed and can apply in an organization or group called ethics. A job in any field is closely related to ethics. Illa. et.al (2022). Many cases of violation of the code of ethics still often occur in Indonesia and various countries, one of the factors causing this is unethical behavior. This can include actions such as fraud, corruption, abuse of power, or other ethical violations. Detert et al. (2018) in recent years have seen news of unethical behavior in almost every sector of society (e.g., business, government, education, military, sports, religious institutions).

Moral disengagement is a concept developed by Bandura (1991), a renowned social psychologist, to explain how individuals justify or reduce their guilt towards unethical actions. This concept relates to the way a person rationalizes or disengages from their moral responsibilities so that they can perform actions that should be considered unethical without feeling guilty. Moral disengagement and unethical behavior are important concepts in the field of ethics and organizational behavior. Moral disengagement refers to the psychological process by which an individual justifies or removes their guilt for unethical actions. In the context of organizational behavior, it refers to the tendency of individuals to ignore ethical principles when making decisions or performing actions that harm others or the organization.

According to Sanggarwangi (2021), ethical behavior is an action that is carried out by applicable rules and is usually related to the norms and values that exist in the community. It is very important to apply this ethical behavior in the environment around us. In an organizational context, unethical decisions by individuals or groups can have adverse consequences, both for the organization and its stakeholders. Unethical decisions can damage a company's reputation, reduce employee and customer trust, and potentially violate applicable laws and regulations.

Understanding moral disengagement and unethical decisions is important in the context of organizational management. Leaders and managers should be able to identify and address factors that influence moral disengagement and encourage ethical decision-making in the workplace. By promoting an organizational culture that values ethics and considers social consequences, organizations can create an environment where ethical decisions are valued and enhanced.

LITERATURE REVIEW

This study uses several theories as research references, namely grand theory as a basis, then middle rangetheory and applied theory as follows.
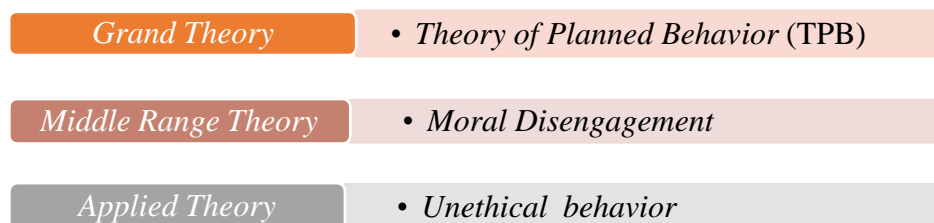
Grand Theory	• Theory of Planned Behavior (TPB)
Middle Range Theory	• Moral Disengagement
Applied Theory	• Unethical behavior

Figure 1. Research Theory Study

Table 1. Sample

Sample	Researcher
Student	Dang et al (2017), Detert et al (2008), Ogunfowora et al (2013), Yang et al(2020), Moore et al (2012), Kouchaki & Smith (2014), Kish-Gephart et al (2014), Aaldering et al (2020)
Employees	Knoll et al (2016), Ogunfowora et al (2013), Dennerlein & Kirkman (2022), Ebrahimi & Yurtkoru (2017), Liu et al (2022),Schuh et al (2021), Bonner et al (2016)
Adults	Egan et al (2015), Dennerlein & Kirkman (2022)
Entrepreneur	Baron et al (2012)
Teens	Yang et al(2020)
Leaders	Schuh et al (2021)

Theory of Planned Behavior (TPB)

This study uses the Theory of Planned Behavior (TPB) as a theoretical basis according to Ajzen (1991), which states that the theory of planned behavior is a theory that explains that the behavior shown by individuals arises because of the intention to behave. The onset of intention to behave can be determined by 3 determining factors, namely: (a) behavioral beliefs, namely individual beliefs about the results of behavior and evaluation of these results, (b) normative beliefs, namely individual beliefs about the normative expectations of others and the motivation to meet these expectations, and (c) control beliefs, namely individual beliefs about things that hinder or support the behavior that will be shown and perceptions of how strong the obstacles and support for the behavior are.

Moral Disengagement

Bandura (2002) explains moral disengagement as a process of malfunctioning of moral standards as internal regulators of behavior and the inoperability of self-regulation mechanisms unless they are activated to cause behavior that causes moral reactions to be disengaged. In addition, Detert et al (2008) explain moral disengagement as a process in which individuals make unethical moral decisions when the self-regulation process is disabled through the use of several interrelated collective cognitive mechanisms.

Table 2. Variables

Researcher	Variables
Dang et al (2017)	1. leader social account with MD language, 2. observer MD propensity, 3. perceived leader social account ethicality, 4. ostracism of the leader
Detert et al (2008)	1. empathy, 2. trait cynicism, 3. moral identity, 4. locus of control
Knoll et al (2016)	1. Authenticity 2. Situational Strength

Researcher	Variables
Martin et al (2014)	1. Ethical infrastructures 2. personal gain motivations
Egan et al (2015)	1. Personality 2. The Muncy-Vitell Consumer Ethics 3. The Short DT (psychopathy, Machiavellianism and narcissism)
Baron et al (2012)	1. Career Motivation 2. Organizational lifecycle
Ogunfowora et al (2013)	1. self-monitoring 2. Honesty-Humility 3. Extraversion 4. HEXACO model (Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness and Openness to Experience) 5. Personality
Dennerlein & Kirkman (2022)	1. empowering leadership, 2. unethical pro-organizational behaviour (UPB) 3. hindrance stressors 4. psychological empowerment 5. role conflict
Ebrahimi & Yurtkoru(2017)	1. UPB, 2. affective commitment, 3. ethical leadership.
Yang et al(2020)	Self-compassion
Moore et al (2012)	1. Propensity to morally disengage 2. Cognitive moral development 3. Idealism 4. Relativism 5. Social desirability
Kouchaki & Smith (2014)	Time of Day
Kish-Gephart et al (2014)	1. Gender 2. General mental ability 3. Dispositional MD 4. Personal gain condition 5. Harm conditionc 6. Conscientiousness 7. Situationally-induced MD

Researcher		Variables
Liu et al (2022)	1.	Creative personality ·
	2.	Motivation
	3.	Competitive climate
Schuh et al (2021)	1.	Leader perceptions of employee UPB
	2.	Leader organizational identification
	3.	Leader moral disengagement
	4.	Leader Trust in Employee
	5.	Employee Perceptions of Leader Justice
Aaldering et al (2020)	1.	Negotiation
	2.	Representatives
	3.	Constituency
	4.	Experiment
	5.	Competition
Shaw et al (2020)	1.	Gender
	2.	Age
	3.	Education
	4.	Tenure
	5.	Authoritarian leadership
	6.	Benevolent leadership
	7.	Authoritarian-benevolent leadership
	8.	Unethical pro-organizational behaviour
Bonner et al (2016)	1.	Supervisor Moral Disengagement
	2.	Employee Moral Disengagement
	3.	Perceptions of Ethical Leadership
	4.	OCBO/OCBI (Organizational citizenship behavior-organization/Individual)
	5.	Performance

Unethical behavior

Unethical behavior is behavior or actions or decisions that violate moral principles and standards, including those related to honesty, integrity, and fairness. Examples of unethical behavior include lying, cheating, stealing, discrimination, harassment, and exploitation (Ferrell, 2019).

Some factors that can influence unethical behavior include pressure to achieve goals or targets, lack of oversight or accountability, and the drive to maximize personal gain without considering the impact on others or the environment. Unethical behavior has a serious negative impact on individuals, groups, and society as a whole. It can damage the reputation of an organization or institution, lower public trust, and reduce individual or group performance.

Table 3. Journal List

Field	Researcher
Psychology	▪ **Journal of Applied Psychology :** Dang et al (2017), Detert et al (2008), Knoll et al (2016), Martin et al (2014), Egan et al (2015), Dennerlein & Kirkman (2022), Yang et al(2020), Moore et al (2012), Kouchaki & Smith (2014), Shaw et al (2020)
Business, Accounting and Management	▪ **Research Journal of Business and Management :** Ebrahimi & Yurtkoru (2017), Kish-Gephart et al (2014), Liu et al (2022), Schuh et al (2021), Schaefer & Bouwmeester (2021), Bonner et al (2016), Takacs Haynes & Rašković (2021)
Social Science	▪ **Frontiers of Entrepreneurship Research** : Baron et al (2012) ▪ **European Journal of Personality** : Ogunfowora et al (2013) ▪ **Group Decision and Negotiation** : Aaldering et al (2020)

RESEARCH METHOD

The research method used in this journal is Systematic Literature Review (SLR), which is a means of identifying, evaluating, and interpreting all available research that is relevant to the research question, topic area, or phenomenon of interest (Kitchenham, 2007). In this study, following the literature review methodology (systematic review) described, the research methodology consists of four steps. First, scoping the research, namely, this study focuses on the research Theory of Planned Behavior that has been published, the authors identified relevant keywords, namely: moral disengagement and unethical behavior. Second, article collection Identification of data sources obtained from Google Scholar. Third, journal Filtering. A manual screening process was conducted by the researcher to include journals with criteria that describe studies on moral disengagement and unethical behavior. Forth, is valuation so the author will map the collected journals by using bibliographic details (including the author), title, journal, volume, issue, pages, purpose, sample population, and results.

Table 4 Country

Country	Researcher
Amerika Serikat	Dang et al (2017), Detert et al (2008), Martin et al (2014), Dennerlein& Kirkman (2022), Kouchaki & Smith (2014), Bonner et al (2016)
Jerman	Knoll et al (2016),
Inggris	Egan et al (2015), Moore et al (2012)
China	Baron et al (2012), Yang et al(2020), Liu et al (2022), Schuh et al (2021), Shaw et al (2020),
Canada	Ogunfowora et al (2013), Kish-Gephart et al (2014),
Turki	Ebrahimi & Yurtkoru (2017)
Belanda	Aaldering et al (2020), Schaefer & Bouwmeester (2021)
Hungaria	Takacs Haynes & Rašković (2021)

Table 5. Citation

Citation group	Researcher
>100	Detert et al (2008), Martin et al (2014), Egan et al (2015), Moore et al (2012), Kouchaki & Smith (2014), Kish-Gephart et al (2014), Bonner et al (2016)
50 – 100	Dang et al (2017), Knoll et al (2016), Ogunfowora et al (2013)
30 – 50	Schaefer & Bouwmeester (2021)
10 -30	Dennerlein & Kirkman (2022), Ebrahimi & Yurtkoru (2017), Yang et al(2020), Schuh et al (2021), Shaw et al (2020), Takacs Haynes & Rašković (2021)
< 10	Baron et al (2012), Liu et al (2022), Aaldering et al (2020)

The purpose of the search is to collect as much literature as possible about Moral disengagement and unethical behavior and then systematically arrange it by identifying issues/topics, subjects, methods, and citations of articles that have been found. The type of data used in this research is secondary data obtained through literature studies from various research journals. Based on the above criteria, the population and sample in this study have involved 20 journals that published articles on moral disengagement and unethical behavior.

RESULT AND DISCUSSIONS

A systematic Literature Review was conducted to find out the Theory of Planned Behavior research, namely: Moral Disengagement and Unethical Behavior. This research was conducted by collecting journals from Google Scholar related to the Theory of Planned Behavior. Each journal analyzed will be classified according to its topic, method, and subject. The results of mapping from 20 journals there are topics used including moral disengagement and unethical behavior.

Table 1 explains that the samples used in moral disengagement and unethical behavior research focusing on students and employees have a greater number of researchers, indicating that the student and employee population is a subject of greater research interest. Meanwhile, studies on adults, entrepreneurs, teenagers, leaders, and IT companies have a smaller number of researchers, suggesting that these subjects may be a more specialized or limited focus of research in the academic literature.

Table 6 : Use of Research Methods in Journal

	Researcher
Survey/Questionnaire	Dang et al (2017), Detert et al (2008), Knoll et al (2016), Egan et al (2015), Baron et al (2012), Ogunfowora et al (2013), Dennerlein & Kirkman (2022), Ebrahimi & Yurtkoru (2017), Yang et al(2020), Mooreet al (2012), Kouchaki & Smith (2014), Kish-Gephart et al (2014), Liu et al (2022), Schuh et al (2021), Aaldering et al (2020), Shaw et al (2020), Bonner et al (2016)
Literature Review	Martin et al (2014), Schaefer & Bouwmeester (2021), Takacs Haynes ašković (2021)

Table 2 shows the use of variables in research on moral disengagement and unethical behavior, from various existing variables that many factors can affect moral disengagement and unethical behavior in an environment. Some variables involve aspects of leadership, personal motivation, situational factors, moral identity, and individual traits. It is important to understand the relationship between these variables to develop strategies to prevent unethical behavior and promote ethical behavior in an environment or workplace.

Table 3 shows that the use of journals in research on moral disengagement and unethicalbehavior is most widely carried out in the field Journal of Applied Psychology as many as 10 studies, the field of Research Journal of Business and Management as many as 7 studies, and other research from the field of social science consisting of Entrepreneurship, Personality, Decision, and Negotiation.

Table 4 shows that the use of research on moral disengagement and unethical behavior is most prevalent in the United States with 6 studies, followed by China with 5 studies. Some other countries such as the UK, Canada, and the Netherlands also show considerable interest in this topic with a smaller number of researchers at 2 studies each. However, in countries such as Germany, Turkey, and Hungary, research on moral disengagement and unethical behavior does not seem to have been conducted much, perhaps indicating the potential for further research in the region.

Table 5 shows that citations in moral disengagement and unethical behavior research are mostly in the > 100 citation group as many as 7 studies and the 10 - 30 citation group there are 6 studies. Citation is the act of citing or mentioning certain sources or references used in writing or creating academic works, such as papers, theses, dissertations, books, or articles. When we use information, data, ideas, or findings from other sources, such as books, journals, websites, or other scientific publications, we must give credit to the original author or source through citation.

Table 6 shows the use of research methods that are widely used in previous journal reviews related to moral disengagement and unethical behavior, namely the survey or questionnaire method. This questionnaire method as a research instrument is one of the data collection techniques carried out by providing a set of written statements or questions to respondents to be answered by respondents. The results of research using the questionnaire method were 17 studies and 3 literature studies.

The research results displayed in Table 7, namely 20 research results related to moral disengagement and unethical behavior, namely moral disengagement has a positive effect on unethical behavior. That the higher a person's level of moral disengagement, the more likely the individual will engage in unethical behavior or immoral behavior.

Table 7 : Research Results

Positively Affected	Negatively Affected	No Affected
Dang et al (2017), Detert et al (2008), Knoll et al (2016), Baron et al (2012), Ogunfowora et al (2013), Dennerlein & Kirkman (2022), Ebrahimi & Yurtkoru (2017), Yang et al(2020), Moore et al (2012), Kouchaki & Smith (2014), Liu et al (2022), Schuh et al (2021), Aaldering et al (2020), Shaw et al (2020),	-	-

CONCLUSION

Based on the results of research that has been conducted using the Systematic Literature Review (SLR) method, it can be concluded that there is a positive relationship between moral disengagement and unethical behavior. Of the 20 studies reviewed, all of them show that the higher a person's level of moral disengagement, the more likely the individual will engage in unethical behavior. In research on moral disengagement and unethical behavior using the questionnaire method. The sample used focuses on students and employees who have a larger number of researchers, indicating that the student and employee population is the subject of more interest in research. Moral disengagement is a psychological process in which a person justifies or removes their guilt for unethical actions. This concept relates to the way a person rationalizes or dissociates themselves from their moral responsibilities so that they can perform actions that should be considered unethical without feeling guilty.

Unethical behavior includes actions that violate moral principles and standards, such as fraud, corruption, abuse of power, or other ethical violations. Unethical decisions can have adverse consequences for the organization, employees, and society as a whole. Organizations and leaders need to understand moral disengagement and unethical behavior to identify and prevent harmful actions. By creating an organizational culture that values ethics and considers social consequences, organizations can encourage ethical decision- making and create a work environment of integrity. However, keep in mind that the results of this study are based on the sample data analyzed and may have limitations in representing the population as a whole. Therefore, further research with a wider and more representative sample may be needed to confirm these findings.

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