Subject Category: Finance

Influence Power, Governance, and Compensation against Corruption

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Abstract

Corruption is a form of fraud/fraud, which is a dishonest act that is carried out intentionally by using power for self-interest against state financial transactions that result in loss of state money. Various efforts have been made by the Indonesian government to combat and eradicate all forms of corruption in Indonesia but so far have not yielded significant results. This article aims to determine the main factors that influence an act of corruption. There are many factors that influence acts of corruption, but the discussion in this article is limited to the main factors that are seen by the authors as the dominant factors influencing acts of corruption, including power, governance, and compensation. This article reviews the factors that influence acts of corruption (y) as the dependent variable, and the independent variables which include: power (x1), governance (x2) and compensation (x3) as independent variables. The purpose of writing this article is to build a hypothesis of the influence between variables to be used in further research. The results of the literature review articles that we have done show that there is an influence of the power variable (x1) on the corruption variable (y), the influence of the governance variable (x2) on the variable corruption act (y), and the influence of the compensation variable (x3). on the variable of corruption (y).
Keywords: Power, governance, compensation, Corruption Act.

PRELIMINARY

Background

Corruption in Indonesia existed before and after independence, the corruption culture in Indonesia is a legacy of the colonial era and it still growing until today. The outbreak of corruption has an impact on various aspects of life. The results of corruption are detrimental to the state, especially in terms of economic and financial values that can affect people's lives in the country (Sukrisno, 2017). Various efforts have been made by the Indonesian government to combat and eradicate all forms of corruption in Indonesia, but so far have not yielded significant results. According to World Corruption Index or Corruption Perceptions Index, Indonesia is ranked 96th out of 180 countries that have corruption cases during 2021 (Puspito *et al*., 2011). Corruption does not only occur in the government sector, but also occurs in the private sector, manufacturing, business, education and trade, it can even occur in the lowest sector of life in the neighborhood and also in the education sector (Chapman, 2002). Perpetrators of corruption are also not only from among the leaders, not a few perpetrators of corruption cases also come from ordinary government or private employees even to the community. In addition, corruption is not an act that is usually carried out by an individual alone, but recently acts of corruption have been carried out in groups (OECD, 2013).

There are many reasons behind the perpetrators of corruption doing this disgraceful and despicable act. Several internal and external factors such as the existence of power, government, and employee compensation can trigger someone or a person to commit fraudulent act for the sake of their own and self-interests that can harm the country and the people. Furthermore, from the explanation of fraud triangle theory it mentions three main factors that cause corruption in various sectors, which are pressure,

opportunity, and rationalization. The pressure factor usually occurs because of economic pressure, political pressure, and for the opportunity factor usually occurs due to lack of good governance on a government, last the rationalization factor occurs because a person justified someone's action that commits fraud because the lack of understanding of the meaning of corruption is (Wicaksono & Prabowo, 2022). The democratic system of Indonesian government has a hand in the election of state administrators. The community directly elects the leaders of this country, whether is a president, governor, mayor, and even regent who usually comes from the nomination of a political party. Political parties that win in the general election have a large enough opportunity to place their political cadres to occupy a high position in the central and or regional government (Wijayanti *et al.*, 2018). Pancasila Democracy system that was implemented after the collapse of the old order actually made corruption more widespread, most of the time corruption acts were actually carried out by public officials who were trusted and elected directly by the people. Abuse of power by public officials is the embryo of corruption in the government (Syarif & Faisal, 2019).

Corruption and power are like two sides that cannot be separated, where the journey of power is an entry point for corrupt acts. Lord Acton (1834-1902 as cited in Lazarski, 2021) said "power tends to corrupt, and absolute power corrupt absolutely" it means the main gap for rulers to commit corruption is power, with power they had rulers tend to have authority to determine policy, no matter how small the power is, it has the potential to create corruption (Yanto *et al.*, 2020). The development of the public administration system in the democratic system of Indonesian government demands improvements in the administration of government, the main function of the government in carrying out public service tasks to the community is considered not optimal, in fact there are still many government and regional agencies that still have far-reaching or extensive governance, from the principles of good governance, this can be a gap for acts of corruption in the government sector. Governance that has not gone well, where transparency, accountability, participation, legal empowerment, and government internal control is still weak in maintaining effectiveness and efficiency as well as justice or fairness in managing the country is another factor causing corruption in Indonesia (Firmansyah & Syam, 2021).

In serving the public, the government is assisted by state civil apparatus spread across various central and regional government agencies. Civil servants conventionally have small salaries, but the workload and high work demands as civil servants in the new era of public management are considered unbalanced by government employees so it is not surprising that there are still many cases of corruption and fraud in several government agencies in Indonesia (Hutahaean & Pasaribu, 2022). Therefore, the government must improve and pay attention to the welfare of the state apparatus as stakeholders who are directly involved and responsible for public service activities. Provision of proper compensation in accordance with the workload of each government employee is a form of government attention and efforts to prevent corruption that can be carried out by civil servants (Tjiptoherijanto, 2014). Based on the background that has been described, public power, governance and proper compensation are interrelated as factors that influence acts of corruption. However, in several studies that have been conducted in Indonesia, one of the factors of corruption actually shows a negative or no effect. This makes authors interested in conducting further research through the study of various related literature, with the title The Effect of Power, Governance and Compensation Against Corruption.

Formulation of the problem

From the background that has been disclosed, the authors try to describe several formulations of the problems that will be discussed, including:
1. Does power affect acts of corruption?
2. Does governance have an effect on acts of corruption?
3. Is compensation influential to action corruption?

Writing purpose

Based on the formulation of the problem that has been made by the authors, the research objectives include
1. To find out the influence of power on acts of corruption
2. To find out the effect of good governance on corruption
3. To determine the effect of compensation on acts of corruption

THEORITICAL REVIEW
Corruption Acts

Corruption is part of deception most known as fraud. There are various forms of fraud in various fields of life have been known, such as fraud in finance, fraud in education, fraud in competition, and in other fields. Nevertheless, fraud in any fields is an act that cannot be justified and is contrary to applicable moral regulations and norms, this is because fraud can harm many people (Brytting *et al.*, 2016). Fraud or corruption means a deliberate action against the regulation that is carried out to harm others and for the benefit of their self-interest. According to Criminal Code or KHUP it has been explained that fraud is a various action criminal crimes and offenses that have sanctions (Yogi Prabowo, 2014). Based on the report of the Association of Certified Fraud Examiners that conducted by Murdock (2018), there are three kinds of fraud including; (1)

fraudulent financial statements; (2) fraudulent misappropriation of assets; and (3) fraud in the form of corruption.

Corruption is part of the type of fraud that often occurs in developing countries in Asia, but does not rule out the possibility that it can also occur in developed countries. Corruption originated from language Latin corruption which means rotten, damaged, distorted (Sasongko W, 2017, p.2). According to the Big Indonesian Dictionary, corruption means the misappropriation or misuse of state money (companies and so on) for personal or other people's gain. Meanwhile, Law Number 31 of 1999 Article 2 concerning Eradication of Criminal Acts of Corruption defines corruption as an action carried out by anyone who unlawfully enriches himself or another person or corporation that can harm state finances or the country's economy. On the other hand, understanding corruption is the act of public officials, whether politicians or civil servants and other parties involved in something action no reasonable, illegal, abusing trust authorized public to get profit unilaterally (Sasongko W, 2017:2).

The types of acts of corruption according to law number 20 of 2021 concerning the Eradication of Corruption Crimes include:
a. State financial loss, according to law number 1 of 2004 concerning the state treasury is an act that is against the law or neglect of obligations which directly causes the state to lack money, securities, and goods in real terms in definite amounts.
b. Bribery, article 5 paragraph 1 states that bribery is an act of giving or promising something to a civil servant or state administrator with the intention of doing or not doing something in his position that is contrary to his obligations.
c. Embezzlement in office is an act carried out by civil servants, state administrators or non-civil servants who intentionally destroy, falsify, destroy, omit valuable documents used for the administration of examinations.
d. Extortion is an unlawful act carried out by state officials forcibly to someone to give something or do something for their own benefit.
e. deed cheating, deed no honest person who harms the interests of others with the motive of seeking profit by going against the rules and laws.

f. are direct or indirect actions directly with _ on purpose join as well as in activity procurement or project government.
g. Gratification is a gift in a broad sense which includes the provision of money, goods, rebates (discounts), commission on interest-free loans, travel tickets, travel, lodging facilities, and other facilities provided free of charge.

In carrying out the wheels of the economy and in order to realize state development, the government establishes project activities that are financed by the state or regional revenue budget (APBN/D). There is a symbiotic relationship of mutualism between the government and entrepreneurs could become gap the occurrence of acts of corruption in the realization of government projects. Corruption in the government sector can be described as the existence of pressure from entrepreneurs on regional heads or vice versa so that the tender is won by certain entrepreneurs who have already done so own agreement one each other, then price goods/services raised then difference each other divided (Satryo G, 2022) or payment more from the rate that should be for the management of a business license to the authorized officer so that it can be issued quickly without following the applicable procedures.

According to Sasongko Warso (2017, p.4) in his book entitled "Corruption" divides acts of corruption into four types, including;
1. Bribery, which means giving or receiving a gift or promise.
2. Embezzlement in office.
3. Extortion in office.
4. Participate in procurement.

Cris Kuntadi in the book Sikencur (2017, p.42) categorizes corruption into five groups, including:
1. Bribery
2. Tender arrangement
3. Economic blackmail
4. Unauthorized gratuities
5. Conflict of interest

Based on statistical data from the corruption eradication commission, the types of corruption that often occur in Indonesia are bribery corruption and acts of corruption in the process of procuring goods or services in the government sector, here is a list of acts of corruption by type of case from 2017-2021.

Table-1: Corruption Crimes by Type of Case

Case	2017	2018	2019	2020	2021	Total
Procurement of Goods/Services	15	17	18	30	47	127
Permissions	2	1	0	0	2	5
Bribery	93	168	119	56	51	487
Budget abuse	0	4	1	0	0	5
Extortion	1	0	2	2	0	5
TPU	8	6	5	3	6	28

Case	2017	2018	2019	2020	2021	Total
Obstructing the KPK Process	2	3	0	0	1	6
Amount	121	199	145	91	107	663

Source: KPK statistics data

Corruption is one of the problems that greatly damage the order of state life that has not been resolved, especially for developing countries (Sondang Mala, 2016), besides that corruption is also an extraordinary crime (extra ordinary crime) and is included in the crime as a whole. doctrinal giving bad impact in all field life and hard eradication (Yanto Oxidelfa, 2020, p.75,78).

Based on the World Corruption Perception Index (CPI) survey in 2021 conducted by Transparency International regarding corruption in public and political positions. out of 180 countries, there are 10 countries with the highest and lowest GPAs, which are presented in the following table:

Table-2: Index Perception Highest World Corruption 2021

No	Country	Score	Rating	No	Country	Score	Rating
1	Denmark	88	1	6	Sweden	84	6
2	Finland	88	2	7	Switzerland	84	7
3	New Zealand	88	3	8	Netherlands	82	8
4	norway	85	4	9	Luxembourg	81	9
5	Singapore	85	5	10	Germany	80	10

Source: Transparency.org

Table-3: Lowest World Corruption Perception Index in 2021

No	Country	Mark	Rating	No	Country	Mark	Rating
1	Turkmenistan	19	171	6	Yemen	16	176
2	Equatorial Guinea	17	172	7	Venezuela	14	177
3	Libya	17	173	8	Somalia	13	178
4	Afghanistan	16	174	9	Syria	13	179
5	North Korea	16	175	10	South Sudan	11	180

Source: Transparency.org

Countries with index perception corruption best 1st place was won by Denmark with mark perception of 88, and the value of the same perception is also achieved by Finland and New Zealand with order second and third best in the world. However, the lowest corruption perception index with a value of 11 which is in the last rank out of 180 countries is South Sudan, a small country in East Africa, while Indonesia based on the world corruption perception index is ranked 96th in the world with a value of 38.

Crime act corruption besides bother the country 's economy to result in loss State finances also have an impact on joints life others, such as government, law, defense and security (R. toto sugiarto, 2021; 1-9).

a. Impact on the economy
Corruption can have a major impact on a country's economy, including:
1. Sluggish growth economy and investment, corruption cause not high efficiency _ on the use of state money, thus making it difficult for a country's economic development. Corruption cause height cost permission investment thus making investors reluctant to invest and prefer countries that are not corrupt.

2. Of technical specifications for goods and services on projects big infrastructure government as roads, bridges, rails, airports cause quality Becomes low and easily damaged or collapsed.
3. Increasing poverty, corruption makes the economy worse and the people more difficult, disrupting the political stability of a country causing height inflation, the prices of basic needs become expensive, besides that access to employment is also increasingly difficult, causing a lot of unemployment.

b. Impact on government
1. Social ethics die, corruption destroys social ethics and human morals, honesty is something that is difficult to enforce.
2. The bureaucracy is inefficient, the business licensing system and investment are difficult because they have to go through a complicated bureaucracy.

c. Impact on politics
1. Corrupt leaders, the tradition of bribery or giving money by prospective leaders who participate in democratic parties to get people to vote for them, makes people feel as if they are required to choose corrupt leaders.

2. Strengthen plutocracy, plutocracy is system politics controlled by people who have big capital.
3. The public no longer believes in democracy, the high number of corruption cases carried out by state officials, legislature, judiciary, and executive makes people no longer believe in it, people are reluctant to enliven the Democratic Party in choosing people's representatives.

d. Impact in the field of law
1. Ineffective laws and regulations, if a public service is used as an object of extortion or bribery by irresponsible parties, it is possible that justice can be bought easily, laws that should be fair can now be bought.
2. Lost trust society, light punishment for the corruptors to make the corruptors look calm when ensnared by the law, the public does not see any difference between being punished or not for the corruptors for the corruption they have committed.

Every year the Indonesian people do not escape hearing news about cases of corruption committed by government officials, the Corruption Perception Index obtained in 2021 is ranked 96th in the world and better than the previous year 2020 which was ranked 102 in the world is a sign that the nation Indonesia is serious and continues to strive to combat all forms of corruption. The form of corruption prevention can be done by creating a strong and clean leadership system by improving the government's internal control system, planting anti-corruption education, and the main framework for anti-fraud governance.

In the book kencur, Cris Kuntadi make prevention into 8 elements of the fraud control system for acts of corruption, including:
1. Strong and clean leadership system.
2. Internalization of anti-fraud values and culture.
3. The main framework for anti-fraud program governance.
4. Policy effectiveness and enforcement of regulations.
5. Neutralization of fraud risk through prevention tools.
6. Search and find early cases of fraud that occur.
7. Investigate quickly and thoroughly any fraud cases found.
8. Routine monitoring, evaluating and reporting the effectiveness of the kencur.

Indonesia can look in the mirror from Denmark with the world's best corruption perception index for tips on overcoming and preventing unresolved corruption. Ambassador of Denmark to Indonesia Casper Kylnge gives tips that his country is free from corruption "we make the spirit of anti-corruption mainstream in Denmark" (Pratiwi Atmi, 2015.

national.tempo.com), zero tolerance for corruption in all government institutions, placing institutions such as the KPK in every government institution and an online complaint facility for every public to report any allegations of corruption in institutions and through the parliamentary openness scheme. Where all MPs must publish all monthly expenses (entertainment activities, travel expenses, gifts, official travel expenses, and expenses meeting official) they as supervisor behavior member parliament (Fahmi Andi, *et al*, 2014).

Power (X1 Variable)

One of the ideals of the struggle of the Indonesian people as mandated in the 1945 Constitution is to create a just and prosperous society, so that an Indonesian state government is formed. The Unitary State of the Republic of Indonesia is run based on the principles of Pancasila democracy and the highest sovereignty rests with the people. The country's leaders are directly elected and trusted by the Indonesian people to be able to make Indonesia and all its people just, prosperous and prosperous, but ironically the leaders of the country who have been elected are not actually prospering their people but competing to prosper themselves with acts of corruption that make people are miserable.

Since the collapse of the old order, to the new order and reformation, every year news about corruption committed by state officials who are in positions of power has never been absent from the Indonesian mass media. corruption is not only carried out at the level of central government officials such as ministers, members of the DPR, but also to the lowest officials in government organizations, namely echelon IV officials. Only that government official _ area from sabang until merauke also seems though race to do acts of corruption

In state administration activities, the government is run by civil servants, functionaries, bureaucrats and politicians. In every element of government, there are several positions of authority for a person to allocate very limited public resources (Adelina Fransiska, 2019) or so-called state administrators. According to law number 28 of 1999, state administrators are state officials who carry out executive, legislative or judicial functions and other officials whose main functions and duties are related to state administration in accordance with the provisions of applicable laws and regulations.

State officials who hold executive, legislative and judicial positions in the the central and regional governments have the power, authority and responsibility in taking a policy and or absolute decision regarding something that is the duty and function of each position they carry, with the power they have many public officials who actually abuse that

power for profit. individual or group. A expert law Trisakti University, Abdul Fikar Hadjar say that potency strong a office government To do action corruption is the power it has (Yanto Oxidelfa, 2020). With this power, a government official has the authority to determine a public service policy that can benefit himself or his group so that it can harm the state and even the entire Indonesian people.

Public officials based on the scope of their government are divided into two, namely central government public officials and local government public officials, in law number 28 of 1999 public officials as state administrators include state officials at the highest state institutions, state officials at high state institutions, ministers , governors, judges, other state officials in accordance with the provisions of the applicable laws and regulations and other officials who have strategic functions in relation to the administration of the state in accordance with the applicable laws and regulations. There are two forms of state in the world, namely the form of a federation state and the form of a unitary state. In accordance with the mandate of the 1945 Constitution, the state of Indonesia is a unitary state with a republican form of government, in article 18 of the 1945 constitution it is explained that the Indonesian government adheres to a decentralized system, meaning that the unitary state of the Republic of Indonesia is divided into provinces, regencies and regions. The city was given the power to regulate its own household or government affairs, but the ultimate power was still held by the central government.

Decentralized governance systems bring government closer to the people by empowering local governments and organizing public oversight at the local level. The existence of a decentralized system means the emergence of public power in the provinces, regencies and cities, this is in line with the 1945 Constitution article 18 paragraph 3 which states that "provincial, district and city regional governments have regional representative councils whose members are - their members are elected through general elections" and paragraph 4 which states that "governors, regents and mayors are elected democratically as heads of provincial, district and city governments respectively.

The decentralized government system was implemented in line with the enactment of Law No. 22 of 1999 concerning Regional Government. The purpose of granting regional autonomy is so that public services and welfare will increase as well as the development of democratic life, justice, equity and better relations between the central government and regional governments to maintain the unity of the Republic of Indonesia.

Decentralization with regional autonomy has actually become a gap for local public officials to commit acts of corruption. This is due to the lack of control, monitoring and evaluation from the central government, as well as great power to local officials which has an effect on the alignment of public officials against certain citizens or groups (Sondang Mala, 2016).

Statistical data from the corruption eradication commission from 2017-2021, based on the agency category, shows that local governments and ministries and/or institutions have committed the most corrupt acts.

Table-4: Corruption by agency

	2017	2018	2019	2020	2021	Total
DPR/ DPRD	9	4	7	0	0	**20**
Ministries/ Agencies	31	47	44	17	20	**159**
BUMN/BUMD	13	5	17	13	7	**55**
Commission	0	0	0	0	0	**0**
Provincial government	15	29	11	13	6	**74**
Regency/City Government	53	114	66	48	74	**355**
Total	**121**	**199**	**145**	**91**	**107**	**663**

Source: KPK statistical data

The great power of state administrators both in the central and regional governments over the management of the APBN/D budget, the selection of other officials within the central or regional government, granting permits for owned resources, making regulations, procurement of goods and services causes these officials to often carry out fraudulent acts that harm state finances, besides that, it can also create new dynasties of power as successors to existing powers, while based on statistical data from the corruption eradication commission for five years to behind the trend of action criminal corruption based on position served as following:

Table-5: Corruption based on position

	2017	2018	2019	2020	2021	Total
member of DPR/DPRD	20	103	10	23	30	**186**
Head of Institution	0	1	2	4	0	**7**
Governor	1	2	1	0	1	**5**
Mayor	13	30	18	10	19	**90**
Echelon I/ II/III	43	24	26	10	16	**119**
Judge and Prosecutor	4	5	3	0	0	**12**
Police	0	0	0	0	1	**1**
Lawyer	0	4	1	0	1	**6**
Total	**81**	**169**	**61**	**47**	**68**	**426**

Source: KPK statistics data

From a total of 426 cases over five years, from 2017 to 2021, the largest corruption crimes by profession were carried out by members of the DPR/DPR as many as 186 cases . action corruption , members of the DPR/DPRD which functionally have legislative and supervisory functions over state finances in both the central government and regional governments. the highest power of government is in the hands of the people's representatives, state administration officials who act as the main originators of a government policy chosen by the Indonesian people are the ones who abuse the authority of the power they have the most. In second place, 119 acts of corruption were mostly carried out by echelon I, II, and III public officials, both in the central government and in regional governments, and for the third place, 90 corruption crimes were mostly committed by mayoral officials.

In Indonesia, news about corruption is never absent from the public every month, corruption in Indonesia is like a mushroom that can thrive without knowing time. criminal acts of corruption committed by corruptors do not seem to care about the conditions of concern and the financial chaos that is being experienced by the state. With the power possessed by corruptors, most of whom are organizing officials, they actually take advantage of all major government projects for their personal gain, even when conditions are concerned about the consequences of COVID-19. this is proven by the arrest of the minister of social affairs, Julian coal, in the KPK's arrest operation in 2021 for a corruption case procurement help social handling of covid-19 worth IDR 17 billion (Sahara Wahyuni, 2021. national.kompas.com). Other than that there is also a case act criminal corruption congregation that is done Chairman of the House of Representatives Setya Novanto *et al.* in 2017 in the E-KTP mega project up to cost the state Rp. 2.3 trillion (Retaduti Astari Elza, 2022, national.kompas.com). Cases of criminal acts of corruption committed by public officials because of the power they have are difficult cases to eradicate, in early 2022 the KPK has arrested three regional heads in a red-handed operation carried out during January, the mayor of Bekasi Rahmat Effendi with the mode of corruption bribe project procurement goods and services as well as auction position, Abdul Gafur Mas'ud Regent Sharpener North Paser with corruption case of bribery in the procurement of goods and services and licensing projects, and the Regent of Langkat, Published a War Plan with the corruption case of bribery in the procurement of goods and services (ICW.org, 2022).

Governance (Variable X2)

Good governance has an effect on acts of corruption, where good governance can be realized through the collaboration of three main actors, namely the government, the private sector and civil society. The definition of good governance in the World Bank's version is defined as the implementation of management or management within the government in a solid and accountable manner and based on the principles of an efficient market as well as preventing corruption both administratively and politically.

Governance according to the United Nations Development Program (UNDP) is the exercise of economic, political and administrative authority to deal with a country's problems at every level. Good governance is a prerequisite for achieving sustainable development at the local, provincial, and central levels.

Good governance is the administration of government that upholds the mandate of the people, by objective for Upgrade independence, justice social and development nation sustainable (Rahayuningtyas Dwi PA, 2017). A country free from corruption indicates the implementation of a good governance system; this is because good governance is believed to reduce the level of corruption.

Good governance means governance that develops and applies the principles of professionalism, accountability, transparency, excellent service, democracy, efficiency, effectiveness, supremacy. Law, and can be accepted by the whole society. (Firmansyah VZ, 2017) or in other words, good governance is a manifestation of the implementation of government related to social, cultural, economic and political matters by prioritizing the interests of the people and

the ideals of the state which are regulated based on applicable norms.

Corruption usually occurs due to a lack of monitoring of the performance of a system that exists within a government and the application of good governance principles such as lack of accountability, lack of citizen involvement to participate, hampered dissemination of correct and relevant information needed. Public related service public and not existence system information integrated (Naher Nahitun *et al.* 2020). Good governance means allocating better and consuming available resources in a measurable, efficient, and effective manner.

For the realization of good governance, public participation, use of information technology and internal control systems in government activities is required. The public can be the main source of information for the government in assessing government performance, the public can report fraud - fraud that occurs in government activities. Information technology is needed as a medium for transparency of government public service activities, and an internal control system is needed in order to assess the efficiency and effectiveness of the use of resources in government activities in order to prevent fraud.

Good governance is management in government in a solid and accountable manner and based on principles efficiency and prevention corruption good by politics and administration (Handayani FA, 2019). Good governance is an innovation to improve the integrity of public managerial that is reliable and present as a solution to solve problems that occur in a country.

Compensation (X3)
The provision of compensation to all employees is a mandate of the 1945 Constitution Article 28 D paragraph 2, namely that everyone has the right to work and to receive fair and proper compensation and treatment in an employment relationship. Compensation is the right of every employee or non-employee who is paid at a certain time each month for remuneration for the work he has done in realizing the company's goals. According to the Big Indonesian Dictionary (KBBI), compensation is a monetary or non-monetary reward given to employees in a company or organization.

The provision of compensation to workers in government and state administrators is regulated in various applicable laws and regulations. Law Number 43 of 1993 which was changed to Law Number 5 of 2014 concerning State Civil Apparatus states that the government is obliged to provide salaries to Civil Servants with an appropriate value according to their workload and responsibilities so as to spur productivity and ensure the welfare of employee's civil state.

Government Regulation Number 7 of 1977 which was changed to government regulation number 15 of 2019 concerning the salary regulation for civil servants states that the amount of salary for civil servants is paid according to their rank in a series of staffing arrangements and is entitled to family allowances and position allowances and is entitled to an increase in basic salary in order to improve the performance and welfare of the state civil apparatus. On the other hand, in law number 28 of 1999 concerning free state administrator clean and free from corruption, collusion and nepotism states that every state administrator who carries out executive, legislative or judicial functions and other officials has the right to receive salaries, allowances and other facilities in accordance with applicable regulations.

Compensation is the right to something that must be received by employees in the form of physical and non-physical which is calculated according to the service or performance that has been given to the company (Ramadhany Indra, 2017). Compensation calculations by agency management must be proportional so that employees feel that their needs are fulfilled. Financial problems, where public servants are not provided with appropriate incentives, salaries, benefits will be a fundamental consequence irregularities and fraud in practice - practice service public (Naher Nahitu, 2020).

In some countries compensation is given based on the risk of the work for which they are responsible. high job risk must be balanced with large compensation and vice versa. Public sector workers are considered to have a lower job risk compared to private employees; this means that civil servants earn more salary, smaller compared with employee private sector (Boris Podobnik, *et al.*). The salary gap can trigger fraudulent acts in the government.

Compensation is important for life employee government, employee government no could request increase wages because because has set in regulation regulation legislation (Wicaksono G and Prabowo TJW, 2022). Salary based on class and years of service. Some employees who feel dissatisfied will because they feel that they are not commensurate with their workload, it will trigger them to commit acts of corruption.

In the book Sasongko Warso (2017, p.3) argues that one of the causes of corruption is the very low salary of government employees. small civil servant salary comparable with need more and more life increasing every day. but this opinion is analyzed by B. Soedarsono (Sasongko Warso, 2017. p.3), according to him, "lack of salary is not the main factor causing corruption, because many people who have sufficient income also commit acts of corruption.

Table-5: Relevant Past Research

No	Author (Year)	Previous Research Results	Similarities to this article	Difference with this article
1	Nahitun Naher, *et al.* (2020)	Institutional governance, Salaries and benefits bad , Incentive less, Abuse authority power positive and significant effect on acts of corruption	x1, x2, x3 affect y	nothing _ difference , all element study before is in the research of this article
2	Indra Ramadhany (2017)	Control System, Information Asymmetry, Compensation Suitability, and Good Corporate Governance have an effect positive and significant to acts of corruption	x3 affects y	Control systems, information asymmetry, and good corporate governance have an effect on acts of corruption
3	Mala Sondang Silitonga (2016)	Decentralized Leadership , Power / influential public office positive and significant to acts of corruption	x 1 affects y	Leadership Decentralization has an effect on corruption
4	Raden Iman Al Hafis and Moris Adidi Y (2017)	abuse of power has a positive and significant effect on acts of corruption	x1 affects y	does not exist because the variable in previous research is only 1 variable
5	Gilang Satryo W and Tri Jarmiko WP (2022)	financial performance, regional income, regional capital expenditure, personnel expenditure have a positive and significant effect on acts of corruption	x3 affects y	financial performance, regional income, capital expenditures have an effect on acts of corruption
6	Fitria Andalus Handayani , Mohamad Ichsana (2019)	Good Governance in Indonesia has an effect on acts of corruption	x2 affects y	does not exist because the variable in previous research is only 1 variable
7	Boris Podobnik , Vuk Vukovic , H Eugene Stanley (2015)	Compensation gap affects acts of corruption	x 3 affects y	does not exist because the variable in previous research is only 1 variable
8	Vicky Zainul Firmansyah, and Firdaus Syam (2017)	Lack of implementation and application of the principles of good governance in the administration of the state, has an effect on acts of corruption	x2 affects y	does not exist because the variable in previous research is only 1 variable
9	Bi Concerned Amrih Rahayuningtya (2017)	Governance and E-Government have an effect on acts of corruption	x2 affects y	E-Government affects acts of corruption
10	Mala Sondang Silitonga *et al.* (2019	Leadership, power, influence on acts of corruption.	x1 affects y	does not exist because the variable in previous research is only 1 variable

WRITING METHOD

This article is based on a systematic review of the literature. strategy for selecting journal articles related to acts of corruption that are influenced by factors of Power, Governance, Compensation. Data collection was carried out by searching for information from articles published through *Google Scholar, SINTA* Kemendikbud and *Proquest*, besides that information related to the title of writing was also carried out through literature, books and news in the mass media, while still focusing on searching for information data on keywords. power, governance and compensation, several articles that will be the source of writing data are also limited to a time span of 10 years, namely between 2012 and 2021. Several articles talk about independent research variables, namely power (x1), governance (x2) and compensation worker (x3) who has the relationship with the dependent variable of corruption (y) according to the title of the writing is studied and analyzed. Data analysis is also done by sorting and annulling articles that have similar topics, but the discussion of the variables does not describe the topic of writing so that the purpose of writing does not become biased.

DISCUSSION

The Influence of Power on Corruption Acts

Power and acts of corruption have always been an interesting discussion, especially in developing countries which are struggling to combat corruption, which is actually mostly done by state officials for the power they have. Research conducted by Nahitun _ Naher, *et al.* (2020) with the theme *The Influence of Corruption and Governance in The Delivery of Frontline Health Care Service In The Public Sector: A Scoping Review of Current and Future Prospects in Low and Middle Income Countries of South and South-East Asia* in his research on South and Asian countries Southeast Asia which has a low level of GDP, low education and levels of democratic values (weak

application of governance) stated that whatever the form and dimension of corruption, the main factor is economic problems and leadership power that does not offer an appropriate compensation system (monetary compensation). and non-monetary), in addition to poor governance such as the absence of a control and supervision system, the absence of transparency and accountability as well as the strong concentration of power, responsibility and authority at the center of government and gaps in implementing the leadership hierarchy.

Mala sondang (2019) in a study entitled *setting a good example? the effect of leader and peer behavior on corruption among Indonesian senior civil servants* , stated that the leadership figures of public officials who have public power have contributed to the rationalization of corruption in a public organization. in addition to monitoring and sanctions, public officials as power holders in public services must be able to provide high moral values in order to set a good example for their employees. Public officials who firmly reject all forms of corruption will set an example directly to all staff under them.

Power affects acts of corruption, by having direct power the person has legitimacy over that power, so they can abuse that power to commit acts of corruption rampantly, this is because punishment is lower than the perceived results of corruption, with someone's power with it is easy to engineer accountability, to get that power someone needs capital so that when in power they do various ways to return the capital that has been spent to get that power (Iman Al Hafis , Raden and Moris Adidi Yogyakarta, 2017).

This is in line with the results of research conducted by Mala Sondang (2016) with the title *Institutional Change and Corruption of Public Leader* which states that institutional changes in Indonesia from a centralized system to a decentralized system affect the increase in corruption in the regions.

Government decentralization creates privileges and advantages for local leaders to take advantage of the power they have for themselves and their groups. Some experts argue that decentralization does not reduce but only moves corruption from government center to government area (Mala Sondang 2016; Hadiz 2004; Kristiansen *et al.* 2008).

The influence of good governance on corruption

Good governance must be able to synergize the relationship between the government, the private sector, and the community. The government as the executor of public services to the community must carry out good governance in accordance with developing and implementing the principles of good governance, namely professionalism, accountability, transparency of

excellent service, democracy, efficiency, and effectiveness, rule of law, and acceptable to society. Lack of implementation and application of good governance principles in state institutions and good state officials center and region give gap happening action corruption (vicky zainul, 2017), hal this is also in line with results research by Nahitun Naher (2020) where poor governance can lead to acts of corruption, due to lack of transparency, accountability and weak inefficiency and lack of citizen participation, lack of good governance will hinder the delivery of good quality public services . Failure in government governance occurs because there is no vision, mission and good planning in government.

When viewed in the development of Good Governance in Indonesia, in its implementation there are still leaks due to the lack of transparency as one of the main requirements of Good Governance, so that its implementation cannot be said to be good and fully successful. This can be seen from the Corruption Perception Index data. Clean government is a requirement in good governance, where the level of corruption in Indonesia is still low. relatively tall if compared with other Southeast Asian countries although experience improvement from year to year. Data from Transparency International Indonesia states that in 2014 Indonesia's Corruption Perception Index was still high ranked 107 behind Thailand and Malaysia, and far behind. Left behind from Singapore who occupied rank 7 (Andalus Handayani Fitri, Mohamad Ichsana Nur 2019).

Research on governance _ government to act criminal corruption is also carried out by Dwi Prihatni AR (2017) with title study The Effect of Governance and E-Government on Corruption, the results of his research conclude that the application of good governance can reduce corruption in Indonesia, measuring the principles of governance using the principal component analysis method proves that the principles of good governance can reduce the chances of corruption in Indonesia. government.

Effect of compensation on acts of corruption

In some developing countries in Asia India, Bangladesh and Pakistan, poor salaries and benefits, and lack of incentives and the absence of a remuneration system are factors driving the increase corruption in the sector service public as bribes and payments information (nahitun Naher, 2020). Corruption due to lack of compensation or salaries of public sector employees is also experienced in EU countries, most low-income European countries have public employees who are paid low salaries so they are more motivated to increase their income through corruption and accept bribes, not only that, corruption can also grow in middle-income European countries if

there is an imbalance in employee wages public the more increased (Boris Podopnik, 2015).

In indonesia alone many research was conducted on how the effect of compensation on acts of corruption such as the research conducted by Indra Ramadhany (2017) entitled *the effect of internal control systems, information asymmetry, compensation suitability, and implementation of good corporate governance on the tendency of accounting fraud* , according to him, someone tends to do something to earn wages, A person's dissatisfaction with the rewards received from his work will motivate that person to increase his income by means of corruption. The suitability of compensation with the workload that is the responsibility of each employee can make individuals feel fulfilled so they do not commit acts of corruption. compensation can affect the actions and behavior of a person in an agency. the provision of appropriate compensation for employees is a guarantor of the level of welfare of employees, while for agencies or government compensation is a cost that can affect the level of efficiency and performance so that leaders need to consider properly in providing compensation.

Other research conducted by Gilang Satrio Wicaksono, *et al.* (2022) about influencing factors corruption in local governments in Central Java using the fraud triangle theory, the results of the research state that local government employee spending has a positive regression coefficient of 6305 with a significance level of 0.038 for acts of corruption, this means that the salary level of government employees has an effect on corruption in local government. Government employees who are dissatisfied with their salaries that are not commensurate with their workloads can trigger these employees to commit acts of corruption.

However need remember that the absolute driving factor for corruption is not only because of low salaries, because there are also government employees, regional heads, members of the legislative council, judges, prosecutors, police, who already have high salaries and allowances, get performance allowances and other facilities but still continue to commit acts of corruption. the pressure of a luxurious lifestyle, greed and never grateful, the opportunity because of power makes corruption still carried out by some irresponsible parties.

Whole discussion the influence of variables Independent and variable dependent can be summarized in the table give me:

Table-6: Previous Research Results as Exploration of Relevant Data

No	Writer	Article Title	Discussion theme	Research result
1	Nahitun Naher *et al*	The Influence of Corruption and Governance in The Delivery of Frontline Health Care Service in The Public Sector: A Scoping Review of Current and Future Prospect in Low and Middle Income Countries of South and South-East Asia (2020)	- Corruption - Institutional governance - Bad salary and benefits - Less incentive - Abuse of power	Corruption is heavily influenced by governance factors, poor salaries and benefits, lack of incentives and abuse of authority in low- and middle-income countries in Asia and Southeast Asia, thus hampering the delivery of public services to the public.
2	Indra Ramadhany	Effect of Internal Control System, Information Asymmetry, Compensation Suitability and Implementation of Good Corporate Governance on Trend Accounting (2017)	- Control System - Information Asymmetry - Compensation Suitability - Good Corporate Governance - Accounting Fraud	although studies empirical study done on the company service public private, but results research conducted showing that the four independent variables consisting of the control system, information asymmetry, compensation suitability, good corporate governance affect the tendency of accounting fraud (corruption)
3	Mala Sondang Silitonga, *et al.*	Institutional Change and Corruption of Public Leader (2016)	- Government decentralization - Power / position public - Corruption act	The decentralized government system actually triggers the emergence of new corruption cases because government decentralization creates privileges and benefits for regional leaders to take advantage of the power they have for the benefit of themselves and their groups.
4	Raden Iman Al Hafis and Moris Adidi Yogya	Abuse of Power: Overview to abuse of power by public officials in Indonesia (2017)	-Abuse of Power - Corruption Acts	The cause of the abuse of power resulted in rampant corruption because the punishment felt from the abuse of power was relatively lighter with perceived benefits, with power being able to outsmart all forms of responsibility, obtaining power requires material so that when in power it must return the material that has been issued.

No	Writer	Article Title	Discussion theme	Research result
5	Gilang Satryo Wicaksono and Tri Jatmiko Wahyu Prabowo	Analysis of Factors Affecting Corruption in Central Java Regional Government Using Fraud Triangle Theory (2022)	- Regional Financial Performance - Regional Income - Regional Capital Expenditure - Internal Audit Ability - Effect of Audit Opinion - Shopping for regional employees - Corruption	Financial performance, internal audit capability, and the influence of audit opinion have a negative effect on acts of corruption, while regional income, capital expenditures and personnel expenditures have a positive influence on acts of corruption.
6	Fitria Andalus Handayani, Mohamad Ichsana Nur	Implementation of Good Governance in Indonesia (2019)	Good governance Governance Corruption Act	Good Governance in Indonesia, in its implementation there are still leaks due to lack of transparency. It can be seen in the Corruption Perception Index figures from year to year that Indonesia has indeed improved, but the level of corruption in Indonesia is still low relatively tall if compared with other Southeast Asian countries. The existence of a symbiotic relationship of mutualism between the government and business actors in government activities is a gap for acts of corruption, the complexity of the bureaucracy in obtaining permits, the lack of an integrated system and the absence of a monitoring system can cause corruption to occur frequently in government.
7	Boris Podobnik, Vuk Vukovic, H. Eugene Stanley	Does The Wage Gap between Private and Public Sector Encourage Political Corruption (2015)	- Compensation gap - Corruption act	The existence of a compensation gap between the private sector and the public sector, the small wages received by public sector employees because they are considered to have a light workload such as employee sector private , dissatisfaction the result in appearance action corruption in the government sector
8	Vicky Zainul Firmansyah, and Firdaus Syam	Strengthening State Administrative Law to Prevent Corrupt Practices in the Implementation of the Bureaucracy in Indonesia	- State administrative law - governance - corruption	Corruption that occurs in government usually occurs because of the weakness of state administrative law. This has an impact on the lack of implementation and application of the principles of good governance in the administration of the state, both within state institutions and in state officials of central and local government to be able to close the occurrence of acts of corruption.
9	Bi Concerned Amrih Rahayuningtyas	The Effect of Governance and E-Government on Corruption	- Governance - e-government - Corruption	The results of the research conducted show that empirically E-government has a negative effect on corruption, but the research also shows that governance (accountability, fairness, level of decentralization, professionalism, transparency, and responsiveness) has an effect on the probability of corruption.
10	Mala Sondang Silitonga, *et al*.	Setting a good example? the effect of leader and peer behavior on corruption among Indonesian senior civil servants (2019)	- leadership - power - corruption	The leadership figure of public officials who have public power has contributed to the rationalization of corruption in a public organization. The behavior of a corrupt leader will affect the behavior of his subordinates, so strong control and sanctions are needed for state officials and civil servants who are involved in corruption, besides that a leader must be able to set a good example by refusing to accept bribes.

CONCEPTUAL FRAMEWORK

The conceptual framework describes the relationship between independent variables with variable dependent, article this will show existence influence among power, governance and compensat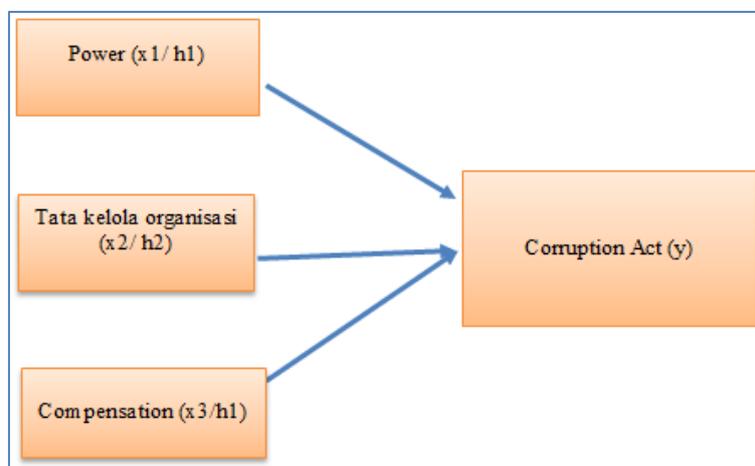ion for acts of corruption. Based on the formulation of the problem, discussion of the influence between variables obtained from literature research relevant previous articles and reference books related to the analyzed variables, the framework for this article is obtained as follows:

Fig-1: Conceptual framework

Based on the conceptual framework picture above, full power (x1) over the APBN/D is owned by public officials or state administrators who carry out executive, legislative and judicial functions in central and local government, governance (x2) where government organizations are mostly tasked with primarily providing public services to the community as well as compensation (x3) received by government employees and state administrators for acts of corruption (y) that occur in a country. The writing discussion was searched through 10 related articles, wetting the Independent variables (x1, x2, x3) which affected the dependent variable (y) each of the 4 articles.

Table-7: Previous research variables used in writing

No	Writer	Variable x / h			Variable y
		x 1/ h 1	x 2/ h 2	x 3/ h 3	
1	Nahitun Naher, *et al.*	V	v	v	v
2	Indra Ramadhany			v	v
3	Mala Sondang Silitonga, *et al.*	V			v
4	Raden Iman AH and Moris Adidi Y	V			v
5	Gilang SW and Tri Jatmiko WP			v	v
6	Fitria Andalus H, Mohamad IN		v		v
7	Boris Podobnik, Vuk V, H. Eugene S			v	v
8	Mala Sondang Silitonga, *et al.*	V			v
9	Vicky Zainul		v		v
10	Dwi Prihatni Amrih Rahayuningtyas		v		v

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the theory, the relevant articles that have been discussed in the discussion, then could concluded that power in the sector public influence on acts of corruption. the power possessed by state officials in the executive, legislative, and judicial fields in making policies related to administration, financial management of APBN/D and other regulations in government life, and/or civil servants who have duties and authorities related to public services to the community is often a gap for corruption in the government that can harm the country. Governance _ government influential against acts of corruption. Bad governance as weak system internal control, the absence of an integrated system and the absence of a performance appraisal system in the public sector which has the main duties and functions in public services are factors for action corruption often done. Compensation influential to acts of corruption. Compensation that is the right of everyone for the work that has been done, low compensation and not in accordance with the workload can influence someone to commit acts of corruption

Suggestion

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