



Company Involvement In Eradicating Criminal

Bayu Ramadhan Effendi^a, Ellydar Chaidir^b, M. Musa^c

^a Universitas Islam Riau

bayu_ramadhan@student.uir.ac.id

^b Universitas Islam Riau

ellydar@law.uir.ac.id

^c Universitas Islam Riau

musa@law.uir.ac.id

Abstract:

Effective law enforcement can create a safer and more peaceful community environment. The existence of social welfare also has a positive impact on preventing criminal acts in society. Through this approach, it is hoped to reduce crime rates and strengthen social ties between individuals.

Companies often become agents of change that positively contribute to society through welfare programs and corporate social responsibility activities. Companies can participate in efforts to prevent criminal acts and create order by paying attention to these aspects. The company is committed to supporting more inclusive and sustainable social development through various initiatives.

The role of companies in improving society's welfare is believed to be a solution to eradicating criminal acts based on poverty. The first step that companies can take is to provide employment opportunities for the community and equal opportunities to develop. In addition, implementing corporate social responsibility programs will help improve the welfare of the surrounding community. Becoming a partner in sustainable development with the government and related institutions is also a way for companies to participate in creating a safe and prosperous environment for all parties involved.

Keywords: *Company, Eradicating Criminal Acts, Corporate Social Responsibility*

I. Introduction

The role of companies in eradicating crime is vital because companies significantly impact society, the environment, and the economy. Integrating anti-corruption policies and training employees is a practical step in ensuring companies actively combat criminal acts. Full support from company management is also needed to create a transparent and integrity work environment. In addition, cooperation between companies, governments, and law enforcement agencies is also the key to success in efforts to prevent and enforce criminal acts. Some points that

explain the importance of the company's role in this effort are Social Responsibility, prevention of economic losses, Legal Compliance, Reputation and Image, and Contribution to Peace and Justice.

Social responsibility: As part of society, companies are responsible for contributing to general safety and welfare by preventing and reducing criminal acts. This can be done through various corporate social responsibility programs that aim to increase public awareness of the importance of security and provide support and resources for crime prevention efforts. Thus, the

company can participate in creating a safe and prosperous environment for all parties involved.¹

prevent economic losses; Criminal acts such as corruption, fraud, or money laundering can cause substantial economic losses for the company and society. Companies can protect their assets and reputations by preventing criminal acts and ensuring stable operational continuity. In addition, enforcing legal norms can also create a healthy business environment and give positive signals to honest business actors. With effective law enforcement, companies can support sustainable economic growth and benefit all stakeholders. So, companies must maintain their integrity and comply with regulations to create a fair and transparent business environment.

Legal Compliance: The Company must comply with applicable anti-fraud and anti-corruption regulations. The company's involvement in combating crime is part of fulfilling this obligation. The company must ensure that all its activities follow applicable legal rules when conducting business. Implementing anti-fraud and anti-corruption policies and procedures is essential in preventing legal and reputational risks that can harm the company. By practicing the principles of integrity and honesty, the company can protect itself and maintain a positive

image in the eyes of customers and other stakeholders.

Reputation and Image: Companies involved in criminal acts can suffer severe reputational damage, impacting the confidence of consumers, investors, and business partners. Therefore, engaging in efforts to eradicate crime is an investment in maintaining the company's reputation and image. In addition, preventive measures to prevent criminal acts can also save long-term costs that may arise due to legal sanctions or fines. By implementing the right policies and procedures, companies can minimize the risk of engaging in illegal activities and protect themselves from unimaginable financial loss and reputational damage. That's why companies must prioritize compliance with laws and ethics.

Contribution to Peace and Justice. Companies can help maintain peace and justice and create a fair and transparent business environment by avoiding involvement in criminal acts such as corruption or money laundering. This will create better relationships with interested parties, such as employees, customers, and business partners. By adhering to ethics and integrity, companies can build a strong reputation and increase public trust in the products or services offered. In addition, anti-corruption measures can improve

¹ "Creating Shared Value," accessed April 23, 2024, <https://hbr.org/2011/01/the-big-idea-creating-shared-value>.

operational efficiency and reduce legal risks that may harm the company.

By actively eradicating criminal acts, companies ensure the sustainability of their operations and growth and contribute to the development of a safer, fairer, and more sustainable society as a whole. By doing this, companies also create a safer and more supportive work environment for their employees. Through these efforts, companies can become agents of positive change and promote better legal and ethical norms. Thus, the company's role is not only limited to achieving profits but also involves broader social responsibility.

This paper explains the importance of corporate involvement in eradicating criminal acts. I will outline why companies' role is so significant in this effort and offer concrete steps that companies can take to prevent and address criminal acts in their business environment. The hope is that this paper can raise awareness about this issue and encourage companies to act proactively in fighting crime.

Another purpose of this writing is to understand better the negative impact of criminal acts on society and the surrounding environment. By considering this point of view, companies are expected to become more concerned and responsive to crime issues around them.

In addition, this paper aims to illustrate that a company's contribution can make significant positive changes in maintaining security and order in its

community. Hopefully, after reading this article, business people will feel compelled to play their part in creating a safer and cleaner environment for crime.

The Company's Role in Eradicating Crime

The company's role in eradicating crime is vital to ensure healthy business continuity and positive contribution to society. With active involvement in crime prevention, companies can create a safe and ethical work environment for all employees. Through clear policies and firm law enforcement, companies can be an example in supporting the enforcement of justice in the community. Not only that, company participation in eradicating crime can also increase the trust of stakeholders such as consumers, investors, and the government; some forms of the company's role in eradicating crime are through:

A. Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) is a concept that emphasizes that companies have a responsibility to act ethically and make positive contributions to society, the environment, and other stakeholders beyond the goal of seeking profit alone. Brief points that explain more about CSR are Business Ethics, Community Welfare, environmental conservation,

Stakeholder Involvement, and Creating long-term value^{2,3}

Business Ethics: CSR includes moral and ethical business practices. This includes conducting business operations with integrity, respecting human rights, and avoiding practices that harm society or the environment.⁴

Community Welfare: Companies are responsible for contributing their resources to improve the welfare of surrounding communities. This can be done through philanthropic programs, educational initiatives, or local economic development.

Environmental Conservation: CSR includes companies' responsibility to minimize their operations' negative impact on the environment. It involves environmentally friendly practices, responsible waste management, and sustainable use of natural resources.

Stakeholder Involvement: The company must communicate openly and transparently with all parties affected by its operations, including employees, customers, suppliers, and local communities. This allows the company to understand the needs and concerns of

stakeholders and provide appropriate responses.⁵

Creating Long-Term Value: A company can create long-term value for all its stakeholders through sustainable CSR practices. This can generate trust and support from the public, improve the company's reputation, and ultimately contribute to the company's long-term success.

B. The company's legal obligations in complying with anti-fraud and anti-corruption regulations

The company's legal obligation to comply with anti-fraud and anti-corruption regulations is essential to ensure integrity in business operations and positively impact society. Some aspects that explain the company's legal obligations are as follows: Compliance with Applicable Laws; Internal Policy; Supervision and Reporting System; Audit and Evaluation; Collaboration with Authorities; Sanctions and Consequences.⁶

Compliance With Applicable Laws: Companies have a legal obligation to comply with all laws and regulations relating to preventing fraud and corruption in the countries in which they operate. These include anti-fraud, anti-

² Donna J Wood, "Corporate Social Performance Revisited," Source: The Academy of Management Review 16, no. 4 (1991): 691–718, <https://www.jstor.org/stable/258977>.

³ Emmanuel Akanpaadgi, "Corporate Social Responsibility and Business Practices," Journal of Human Resource and Sustainability Studies 11, no. 01 (2023): 138–46, <https://doi.org/10.4236/JHRSS.2023.111009>.

⁴ Mark S. Schwartz and Archie B. Carroll, "Integrating and Unifying Competing and Complementary Frameworks: The Search for a

Common Core in the Business and Society Field," Business and Society 47, no. 2 (June 2008): 148–86, <https://doi.org/10.1177/0007650306297942>.

⁵ Mette Morsing and Majken Schultz, "Corporate Social Responsibility Communication: Stakeholder Information, Response and Involvement Strategies," Business Ethics: A European Review 15, no. 4 (October 1, 2006): 323–38, <https://doi.org/10.1111/J.1467-8608.2006.00460.X>.

⁶ Johnston, "Public Sector Corruption Overview Editor's Introduction – Corruption Research: Beyond Consensus A Movement Comes of Age."

corruption, and regulatory laws relating to the reporting of financial transactions.
Implementation

Internal Policy: Companies should develop transparent and standardized internal policies to prevent fraud and corruption. This policy should include a ban against harmful practices such as bribery, embezzlement, or manipulation of financial data.⁷

Supervision and Reporting System: Companies must have an effective supervision system to detect potential criminal acts and other law violations. In addition, they should also have a secure and anonymous reporting mechanism for employees or outsiders who wish to report suspected fraud or corruption.

Audit and Evaluation: Companies should routinely conduct internal audits and evaluations to ensure compliance with anti-fraud and anti-corruption regulations. This includes checking compliance with internal policies, accurate financial reporting, and monitoring general business practices.

Collaboration with Authorities: Companies must be willing to cooperate with authorities such as regulatory agencies, law enforcement agencies, and regulators to investigate and enforce suspected fraud or corruption. This includes providing access to documents

and information required during the investigation process.

Sanctions and Consequences: Companies must establish clear sanctions and consequences for violations of anti-fraud and anti-corruption policies. This includes disciplinary action against employees involved in criminal acts and recovering losses caused by such illegal practices.

Complying with their legal obligations in anti-fraud and anti-corruption matters can help companies create a more transparent, fair, and integrity-based business environment. This not only protects the company from legal and reputational risks but also contributes to the building of a safer and fairer society.

C. The company's role as part of society is to prevent and reduce criminal acts.

Companies have a significant role as part of society in preventing and reducing criminal acts. Here are some ways in which companies can play this role: Awareness Creation and Education; Collaboration with Authorities; Reporting and Compliance; Transparent Business Practices; Investment in Community Development; Advocating for Legal and Social Change.⁸

Awareness and Education Creation: Companies can contribute to preventing criminal acts by providing education and

⁷ "Fraud Examination - W. Steve Albrecht, Chad O. Albrecht, Conan C. Albrecht, Mark F. Zimelman - Google Books," accessed May 5, 2024, https://books.google.co.id/books/about/Fraud_Examination.html?hl=id&id=R6q5BwAAQBAJ&redir_esc=y.

⁸ Manahan P Tampubolon, Change Management, First (Bogor: Mitra Wacana Media, 2020), moz-extension://f28415dd-af9e-4e37-89a2-618372c7b0df/enhanced-reader.html?openApp&pdf=http%3A%2F%2Frepository.uki.ac.id%2F2339%2F2%2FCHANGEMANAGEMENT.pdf.

awareness programs to employees, customers, and the general public about the risks and consequences of criminal acts such as corruption, fraud, or money laundering. Providing education and awareness programs is a proactive step companies can take to help prevent criminal acts. A better understanding of the risks and consequences of various criminal acts such as corruption, fraud, and money laundering will be formed through proper education to employees, customers, and the general public. Thus, efforts to prevent crime can be further increased by increasing awareness and knowledge of various related parties. Awareness and education are substantial foundations in building a more ethical and responsible business environment like a cane.

Collaboration with Authorities: Companies can cooperate with police, law enforcement agencies, and other government agencies to prevent and crack down on criminal acts. This can be done through partnership programs, joint training, or information exchange.

International Cooperation: Companies can cooperate with foreign parties to improve security and eradicate transnational crime. This effort is a proactive step in preventing threats that can harm the stability of the company and the surrounding region. In addition, this kind of collaboration can strengthen relations between institutions or countries.

Reporting and Compliance: Companies should be an excellent

example of compliance with anti-fraud laws and regulations. They should encourage their employees and business partners to report suspected criminal acts and provide protection to brave whistleblowers. Companies should also regularly train their employees on the importance of compliance and secure reporting processes. This will ensure that all organization members understand the consequences of lawlessness and foster a strong culture of integrity. Through transparency and accountability, companies can build a solid and trusted reputation in the eyes of the public and critical stakeholders.

Transparent Business Practices: Companies must conduct their operations transparently and accountable. This includes maintaining accurate financial records, providing clear information to stakeholders, and ensuring that their business practices do not conceal illegal activities. It is also essential to ensure that internal and external communications are conducted honestly and openly and that all business decisions are based on the principles of honesty and integrity. Transparency is critical to building trust with customers, business partners, and society. By prioritizing transparency in every aspect of operations, companies can create an ethical and sustainable environment to thrive.

Invest in Community Development: Companies can help prevent crime by investing in building strong and empowered communities. This can be

done through CSR programs that support education, job training, health, and local economic development. Investment in Community Development: In addition, companies can also assist in building infrastructure needed by the community, such as clean water, electricity, or road facilities. Through involvement in community building, companies can create a more stable environment and empower society as a whole. That way, the potential for criminal acts can be minimized with solid support from the company.

Advocating for Legal and Social Change: Companies can use their influence to support legal and social reforms to prevent criminal acts and improve fairness in society. They can conduct public advocacy, voice policies, and participate in dialogue with other stakeholders. By acting as agents of positive change, companies have the opportunity to strengthen legal and social systems for the common good. Their advocacy process can include raising public awareness, proposing progressive policy changes, and creating strategic partnerships to achieve common goals. Through these measures, companies can contribute value to building a more just and sustainable society.

By playing an active and responsible role in society, companies can help create

an environment that is safer, fairer, and with integrity for everyone. This benefits society as a whole and provides long-term benefits to the businesses themselves by creating trust and support from their stakeholders.⁹

II. Legal Materials and Methods

This research is a normative study to explore the relationship between business ethics and efforts to eradicate crime in society. The purpose of this study is not only limited to identifying problems that arise in society but also to try to find solutions by involving the role of companies in the context of business ethics. The research focuses on presenting a deeper perspective on the contribution of business ethics in tackling criminal practices. By analyzing how companies carry out ethical solid principles, this research can positively impact the development of a more just and civilized society. In addition, through the normative approach applied in this study, new views will be opened regarding ways to prevent crime that are more effective and sustainable. Thus, this research has the potential to significantly contribute to building a safer and crime-free society, as well as pioneering strategic steps to achieve this goal.

III. Result and Discussion

The establishment of clear internal policies and commitment to business ethics and legal compliance are vital

⁹ R. Edward Freeman, Jeffrey S. Harrison, and Andrew C. Wicks, "Managing for Stakeholders: Survival, Reputation, and Success," 2007, 179.

steps to be taken by companies to prevent criminal acts. Deepening understanding of applicable legal regulations is also very important to ensure company compliance. Implementing a periodic supervision and evaluation system is also needed to maintain the company's integrity. Involving all levels of employees in forming ethical policies will provide a broader awareness of the importance of legal compliance. Regular training on legal aspects and business ethics for all employees can also help create a company culture of integrity. Encouraging transparency and prioritizing ethical values in every business decision can be a strong foundation for preventing criminal acts in the company environment. Here are some points that explain the importance and steps that can be taken in the formation of the policy:¹⁰

A. Establishment of clear internal policies committed to business ethics and legal compliance:

1. Importance of Internal Policy:

- Internal policies are the foundation for conducting business operations ethically and sustainably. With clear internal policies, companies can ensure that every decision and action is based on principles that align with company values. It also helps create a structured work

environment and supports the company's consistent growth. In addition, good internal policies can reduce the risk of violating applicable regulations and laws so that companies can operate more safely and avoid adverse consequences.¹¹

- They set accepted standards of behavior and guide employees on how to behave in various situations. They are also responsible for ensuring that the company's culture is upheld through their daily examples. Moreover, they help implement the company's core values in every aspect of the business to achieve common goals.

2. Commitment to Business Ethics:

- Companies must affirm their commitment to high business ethics, including integrity, honesty, and a sense of social responsibility. Creating a healthy and productive business environment where everyone feels valued and supported is essential. By emphasizing high business ethics, companies can build strong trust with stakeholders and strengthen their reputation in the eyes of the public. In addition, values such as integrity, honesty, and social responsibility are strong

¹⁰ Brian Salter, "Markets, Cultures, and the Politics of Value: The Case of Assisted Reproductive Technology," *Science Technology and Human Values* 47, no. 1 (January 1, 2022): 3–28, <https://doi.org/10.1177/0162243921991929>.

¹¹ Sandra A Waddock, "Parallel Universes: Companies, Academics, and the Progress of Corporate Citizenship," *Business and Society Review*, vol. 109, 2004, <http://hdl.handle.net/2345/2543>.

foundations to guide every decision and action taken by the company. By prioritizing ethics in their business, companies can also set an excellent example for the rest of the industry, broadly encouraging more responsible business practices.¹²

- It reinforces an integrity-oriented organizational culture and provides a foundation for sustainable decision-making. It also creates an environment where employees feel heard and valued, increasing morale. With an organizational culture based on integrity, trust between team members can be well fostered, so collaboration becomes more effective. In addition, sustainable decision-making clarifies the company's direction in achieving its long-term goals.

3. Legal Compliance:

- Internal policies should include a commitment to comply with all applicable regulations and laws in all jurisdictions in which the company operates. Not only that, internal policies should also emphasize the importance of transparency, accountability, and integrity in every company action. In addition, the company must

ensure that all employees understand and comply with these internal policies through regular training and socialization. Periodic policy evaluation and updates are always needed to stay in line with the development of applicable regulations and laws.

- It includes anti-fraud, anti-corruption, data protection, and other relevant laws. Remember to ensure that compliance with these regulations takes precedence in every aspect of the company to maintain reputation and integrity. Ensure the team understands applicable laws well and follows best practice standards in carrying out daily tasks. Awareness of the importance of compliance can help prevent legal risks and strengthen a company's standing in the market.¹³

4. Employee Participation:

- It is essential to involve employees in forming internal policies so that they feel ownership and understand the importance of legal compliance and business ethics. Involving employees in policy-making can also increase their sense of responsibility and concern for existing regulations. This can create a transparent and

¹² Andrew Crane and Dirk Matten, "Managing Stakeholder Relations," *Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization*, 2016, 199–206, https://books.google.com/books/about/Business_Ethics.html?hl=id&id=J8-SDAAAQBAJ.

¹³ Maciej Serda et al., "Understanding Enron: 'It's About the Gatekeepers, Stupid,'" ed. G. Balint et al., *Uniwersytet Śląski* 7, no. 1 (2002): 343–54, <https://doi.org/10.2/JQUERY.MIN.JS>.

accountable work environment for all team members. In addition, employee participation in the decision-making process can strengthen the relationship between management and workers, thus creating a more collaborative and inclusive work culture.¹⁴

- Engaging employees in discussions and training on these policies can increase their awareness and engagement in creating a business environment of integrity. With the active involvement of employees in understanding the policy, it is expected that they will be more responsible for maintaining the integrity of the business environment. Interactive discussions and training can also help create a corporate culture based on the values of integrity. Involving employees directly in the policy-making process will provide a deeper understanding and make them feel a part of the company's success.

5. Implementation and Enforcement:

- Once internal policies are established, it is essential to implement them consistently throughout the organization. This will ensure that every organization member understands and executes the policy as expected. In addition, consistent implementation will also

strengthen a healthy work culture and support the creation of a harmonious work environment. Always remember to provide socialization and training to all organization members so that internal policies can be implemented properly and successfully.

- Companies must have clear procedures to enforce such policies, including appropriate sanctions for violations. These steps ensure that all employees respect and follow company policies. With clear procedures in place, it will be easier for companies to impose appropriate sanctions if any violations occur. It can also help create a professional and orderly work environment. By having a transparent and effective system, companies can reduce the risk of policy violations and strengthen a positive ethical culture in the workplace. Enforcing company policies firmly is essential in ensuring consistency and integrity in day-to-day business operations.

6. Evaluation and Update:

- Internal policies should be evaluated periodically to ensure their relevance and effectiveness in changing business and legal environments. This step is essential for the company to adapt and stay ahead of industry competition.

¹⁴ T K Das and Bing-Sheng Teng, "Between Trust and Control: Developing Confidence in Partner

Cooperation In," Source: The Academy of Management Review 23, no. 3 (1998): 491–512.

With regular evaluations, companies can identify areas that need improvement or updating to ensure compliance with current regulations and business needs. That way, internal policies can remain relevant and valuable guidelines for the organization.

- Companies must be prepared to update their policies with new business ethics and developments in legal regulations. It is important to keep up with the latest trends in business ethics and changing legal regulations. Companies need to ensure their policies remain relevant and in line with market developments. In this way, companies can avoid risks and provide optimal protection for their businesses. In addition, by making regular updates, companies can demonstrate their commitment to responsible business practices and comply with industry standards.

B. Training and education to employees about accepted standards of behavior and consequences of illegal actions

Training and educating employees about accepted standards of behavior and the consequences of illegal acts is an essential step in ensuring that all organization members understand and apply high business ethics and legal compliance. Creating clear and easy-to-understand behavioral guidelines can also help strengthen the ethical culture in the work environment. Through continuous

education and consistent enforcement of rules, companies can create an environment where positive and sustainable norms dominate all business processes. Supporting an ethical and responsible attitude among employees is a strong foundation for the company's long-term success.

1. The Importance of Employee Education:

- Employee education about accepted standards of behavior and the consequences of illegal acts helps build awareness of the importance of business ethics and legal compliance in the work environment. Understanding accepted norms of behavior will create a more professional and ethical work environment. The consequences of illegal actions can damage the company's reputation and threaten business continuity. Therefore, emphasizing employee education about business ethics and legal compliance is critical to maintaining the company's integrity. The more employees are aware of this importance, the better the quality of the work environment produced.
- It also clarifies the company's expectations of employee behavior and the consequences of ethical and legal violations. This is important so that every employee understands the importance of complying with the rules set by the

company, thus creating a professional and safe work environment. By knowing the consequences of ethical and legal violations, each individual is expected to act responsibly by company values. In addition, a clear understanding of the company's expectations also helps foster a positive work culture and integrity in the work environment.

2. Delivery of Corporate Values:

- This training is an opportunity to convey the company's core values to employees and ensure that all organization members understand and apply them in their daily work. This is also an excellent moment to strengthen the company culture and give direction to employees about the company's expectations of them. Thus, every employee is expected to be an ambassador of company values in every interaction they have, both inside and outside the work environment. All aspects of this training are designed to ensure that the company's vision and mission can be reflected in the actions and attitudes of every individual involved in the organization.
- This includes integrity, honesty, transparency, and social responsibility. These values form a solid ethical foundation in conducting business and

social interactions. By applying these values, we can build relationships that respect each other and uphold moral values. Awareness of the importance of integrity and social responsibility will help create a more harmonious and sustainable environment for all parties concerned.

3. Emphasis on Business Ethics:

Training should emphasize the importance of business ethics in decision-making and employee behavior. It covers topics such as conflicts of interest, accepting bribes, data manipulation, and fair treatment of all relevant parties. In addition, training materials should also cover issues on the use of confidential company information, honesty in communication, and responsibility for the environment. This is so that employees have a deep understanding of the impact of every action taken within the scope of the business. In addition, it is also important to emphasize that business ethics should not be an option but an integral part of the corporate culture built jointly by all members of the organization. Also, it becomes the primary reference in every decision-

making and interaction with external and internal parties.

4. Introduction to Relevant Laws:

Employees need to be given a good understanding of the laws that apply in their industry and the consequences of breaking the law. It includes anti-fraud, anti-corruption, human rights, and other relevant regulatory laws. Good business governance must also be emphasized to employees, including the importance of transparency, accountability, and integrity in every interaction that occurs in the work environment. Clear and open communication from management regarding company policies and legal procedures will also help reduce the risk of breaking the law. Implementing regular training on legal compliance will ensure that all employees understand their responsibilities in carrying out their daily duties per applicable legal standards.

5. Case Studies and Discussions:

- Using case studies and discussions in training can help employees understand how their business decisions can affect various stakeholders and identify unethical or illegal actions. Employees can also learn how to assess complex situations, make ethical decisions, and understand the broader impact of actions taken. Trainees can better understand ethics and compliance

issues in authentic contexts by engaging in case studies and discussions. In addition, the use of real examples can also motivate employees to apply these ethical principles in every aspect of their work.

- Discussions also allow employees to exchange opinions and experiences, which can strengthen their understanding of business ethics and the law. Employees can broaden their horizons in business ethics and the law by discussing these issues. This can help them avoid conflicts of interest and maintain integrity. Discussions are an effective means of strengthening corporate culture based on ethical values and legal compliance. The more employees engage in these kinds of discussions, the better prepared they will be for the moral and legal challenges of the work environment.

6. Evaluation and Feedback:

- After the training is completed, evaluating and assessing its effectiveness is essential. This can be done through surveys or interviews with trainees. In addition, it is also necessary to analyze the evaluation data comprehensively to obtain more in-depth information. From this evaluation, we can determine whether the training has achieved the desired objectives and evaluate the training program's success as a

whole. In addition to surveys and interviews, other evaluation methods, such as direct observation or skill tests, can also be used.

- Employee feedback must also be considered to continuously improve the quality and relevance of training in the future. Through accommodating input from employees, companies can gain valuable insights that can be used to identify training areas that need improvement. Engaging with employees in the evaluation process can also help create an inclusive and collaborative work environment. Thus, paying attention to employee feedback is essential in ensuring the continuity and effectiveness of future training programs.

C. Implementation of surveillance and reporting systems to detect and report criminal acts

Implementing an effective monitoring and reporting system is one of the critical steps in the company's efforts to detect and report criminal acts. With a sound monitoring system, companies can proactively identify potential criminal acts and take steps to prevent them. Timely and accurate reporting also helps ensure the organization's transparency and accountability. These measures are essential in building a culture of compliance and upholding the company's ethical values.

1. Development of a Comprehensive Supervision System:

- Companies should develop supervisory systems that cover various operational areas, including finance, procurement, and interactions with third parties. Ensuring that the company's operations are well-monitored and efficient is essential. With a comprehensive supervision system, companies can identify potential risks or problems that may arise and ensure compliance with applicable regulations. Strong oversight can also help improve operational effectiveness and create a transparent and responsible work environment. Thus, developing a comprehensive surveillance system is crucial for the company's long-term success.
- These systems should be designed to identify suspicious or unusual behavior that could indicate a criminal offense, such as fraud, corruption, or money laundering. This can be done by implementing artificial intelligence algorithms that monitor suspicious transaction patterns and activities. In addition, monitoring for anomalies and significant differences from expected behavior can also help detect

potential criminal acts. Integrating internal reporting and audit systems is also essential in equipping the system to prevent crimes that harm the company. Data and information security must also be maintained so that there are no loopholes that irresponsible parties can exploit.

2. Use of Technology and Data Analytics:

- Technologies such as analytics software and artificial intelligence can automatically analyze data and identify suspicious patterns or anomalies. This allows companies to gain valuable insights from their data more quickly and accurately. Implementing these technologies can help improve operational efficiency and identify new business opportunities. By leveraging analytics and artificial intelligence software, companies can make smarter decisions and be responsive to market changes.
- This helps companies detect criminal acts more efficiently than through manual checks. In addition, electronic data search also allows for more in-depth analysis to identify irregularities and patterns of violations. With this approach, companies can reduce the risk of losses due to

criminal acts and improve overall security.

3. Establishing Internal Oversight Team:

- Companies should establish a trained and experienced internal oversight team to monitor business operations continuously. This team must proactively detect and prevent potential risks and evaluate the company's compliance with internal regulations and policies. They can also provide recommendations for improvements needed to improve the efficiency and effectiveness of the company's operations. With a competent internal supervision team, the company can optimize business performance and minimize errors and misappropriations that have the potential to harm the company.
- This team is responsible for conducting audits, examinations, and investigations of suspected criminal acts or policy violations. He must also compile a report on the findings and recommend future improvements. In addition, the Team must cooperate with all relevant parties to obtain the information needed to carry out their duties properly. The Team must take the necessary steps if violations

are found according to applicable legal or company procedures.

4. Employee Training and Awareness:

- All employees should be trained to recognize the signs of a criminal offense and know existing reporting procedures. Learning appropriate reporting procedures will assist employees in identifying and reporting criminal acts appropriately and efficiently. The success of this training can increase safety awareness and prevent problems from occurring in the work environment. By understanding the signs of a criminal act, employees can be better prepared to take the necessary steps in situations that require intervention. Supporting employee capability development in this regard is also a valuable investment for the safety and integrity of the company.
- They should understand the importance of reporting suspected criminal acts and the protection afforded to whistleblowers. They need to realize that reporting suspected criminal offenses protects the public interest and prevents the

potential for more significant harm. Whistleblowers play a key role in exposing lawlessness and corruption, so protecting them is vital to promoting transparency and accountability in various sectors. The more one understands the importance of this, the greater the chance for all of us to live in a more just and honest society.

5. Secure and Anonymous Reporting Mechanism:

- Companies should provide a secure and anonymous reporting mechanism for employees or outsiders who wish to report suspected criminal acts or policy violations. Such reporting mechanisms can help create a transparent and quality work environment. With a confidentiality guarantee, employees or outsiders are expected to feel more comfortable reporting problems without fear of damaging retaliation. Security aspects must be considered so that the information submitted is not spread to unauthorized parties so that the integrity of reporting is maintained. Opening effective communication channels to report violations also encourages the creation of a corporate culture that values honesty and upholds ethical values in all business activities.

- This can include reporting hotlines, online reporting forms, or access to independent third parties who can receive confidential reports. Companies can also provide training sessions to employees on safe and confidential reporting procedures. Another option is to have a clear policy regarding the protection of whistleblowers from any form of retaliation or discrimination that may occur. Finally, companies can routinely evaluate existing reporting systems to ensure their effectiveness in handling violation reports.

6. Quick Handling and Follow-up:

- Companies must have clear procedures to handle reports of suspected criminal acts quickly and effectively. The reporting system must also ensure the confidentiality of whistleblowers and the protection of those who report suspected criminal acts. Openness in handling reports of alleged criminal acts can increase employee trust in the company. Awareness of the importance of integrity and compliance with the law must be instilled in the corporate culture. Following up on reports of suspected criminal acts carefully and relatively

will create a safe and professional work environment.

- This includes thoroughly investigating the report, applying necessary disciplinary measures, and reporting to the authorities if sufficient evidence is found. In addition, preventive measures will also be implemented to prevent similar incidents from happening in the future. A trained internal team will thoroughly evaluate the situation to ensure all necessary actions are taken. Our commitment to safety and openness remains a top priority in handling cases like this.

D.Challenges and Obstacles in Efforts to Eradicate Crime by Companies

To eradicate criminal acts, companies often face several challenges and obstacles that can make implementing policies and preventive measures difficult. These challenges include the high complexity of corporate crime, lack of resources for supervision and law enforcement, and internal non-compliance that may occur within the company. In addition, dynamic regulatory changes can also be an inhibiting factor for

companies in carrying out criminal prevention efforts. Therefore, it is essential for companies to continuously improve monitoring mechanisms and implement proactive policies to prevent losses due to criminal acts.

IV. Conclusion and Suggestion

To eradicate crime, companies have an essential role as responsible members of society. They must take proactive steps to prevent, detect, and report criminal acts in their business environment. However, they are also faced with challenges that can hinder their efforts, such as employee non-compliance, difficulties in detecting criminal acts, and different legal complexities in each jurisdiction. In addition, the need for confidentiality and protection of individuals involved in violations is also an essential consideration for companies. The investigation must be carried out carefully to ensure the truth is revealed without harming innocent parties. In the face of these challenges, companies must have clear policies and standardized procedures for handling potential cases and adequately train all employees on business ethics and criminal reporting. Thus, companies can actively maintain business integrity and support fair and equitable law enforcement.

Nonetheless, with strong commitment, precise policy implementation, and investment in education and surveillance systems

Companies can effectively overcome these challenges and play an influential role in eradicating criminal acts. Through cooperation with authorities, employee education, and building an organizational culture of integrity, companies can create a safer, fairer, and more sustainable business environment for all stakeholders. Thus, combating crime is not only a legal necessity but also an essential investment for the company's reputation, business sustainability, and the good of society. In these complex challenges, companies must ensure that their policies and procedures are clear and accessible to all parties involved. Regular employee training on business ethics and unlawful acts is crucial in creating a moral, regulatory-compliant work environment. In addition, implementing an effective surveillance system can help detect potential criminal acts early, allowing companies to respond quickly and appropriately. The company is responsible for building an organizational culture that encourages reports of criminal acts and ethical violations without fear of damaging retaliation. This requires courage and commitment from company leaders to be exemplary examples in upholding integrity and legal compliance. Thus, companies can become agents of positive societal change, contribute to crime prevention efforts, and create strong relationships with all their stakeholders. Thus, companies must prioritize their operations' transparency, accountability,

and compliance. Companies can build a strong foundation for sustainable growth only with a thorough and sustainable approach to crime prevention. In addition, collaboration with law enforcement agencies and relevant authorities will strengthen the company's integrity and create a more ethical and responsible business environment. The role of corporate leaders in setting high standards of integrity and ethical behavior should be noticed.¹⁵ They should practice those values in every decision and action, thus inspiring other employees to follow in

the same footsteps. Investing in leadership training and coaching focused on business ethics will help create a corporate culture that protects moral values and upholds fairness. Maintaining open and transparent communication with all stakeholders, including employees, business partners, and the wider community, is essential in building a trusting relationship. By promoting transparency and accountability, companies can create a more significant positive impact by creating a fair and sustainable business environment for all parties involved.

References

- Akanpaadgi, Emmanuel. "Corporate Social Responsibility and Business Practices." *Journal of Human Resource and Sustainability Studies* 11, no. 01 (2023): 138–46. <https://doi.org/10.4236/JHRSS.2023.111009>.
- Crane, Andrew, and Dirk Matten. "Managing Stakeholder Relations." *Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization*, 2016, 199–206. https://books.google.com/books/about/Business_Ethics.html?hl=id&id=J8-SDAAAQBAJ.
- "Creating Shared Value." Accessed April 23, 2024. <https://hbr.org/2011/01/the-big-idea-creating-shared-value>.
- Das, T K, and Bing-Sheng Teng. "Between Trust and Control: Developing Confidence in Partner Cooperation In." *Source: The Academy of Management Review* 23, no. 3 (1998): 491–512.
- "Fraud Examination - W. Steve Albrecht, Chad O. Albrecht, Conan C. Albrecht, Mark F. Zimbelman - Google Buku." Accessed May 5, 2024. https://books.google.co.id/books/about/Fraud_Examination.html?hl=id&id=R6q5BwAAQBAJ&redir_esc=y.
- Freeman, R. Edward, Jeffrey S. Harrison, and Andrew C. Wicks. "Managing for Stakeholders : Survival, Reputation, and Success," 2007, 179.
- Johnston, Contributors Michael. "Public Sector Corruption Overview Editor ' s Introduction – Corruption Research : Beyond Consensus A Movement Comes of Age," 2015.
- Maciej Serda, Fernando Gertum Becker, Michelle Cleary, R M Team, Helge Holtermann, Disclaimer The, National Agenda, et al. "Understanding Enron: 'It's About the Gatekeepers, Stupid.'" Edited by G. Balint, B. Antala, C. Carty, J-M. A. Mabieme, I. B. Amar, and A. Kaplanova. *Uniwersytet Śląski* 7, no. 1 (2002): 343–54. <https://doi.org/10.2/JQUERY.MIN.JS>.
- Minkes, A. Leonard, Michael W. Small, and Samir R. Chatterjee. "Leadership and Business Ethics: Does It Matter?" *Business Ethics* 20, no. 4 (July 11, 1999): 327–35. <https://doi.org/10.1023/A:1005741524800/METRIC.S>.

¹⁵ A. Leonard Minkes, Michael W. Small, and Samir R. Chatterjee, "Leadership and Business Ethics: Does It Matter? Implications for Management," *Journal of*

Business Ethics 20, no. 4 (July 11, 1999): 327–35, <https://doi.org/10.1023/A:1005741524800/METRIC.S>.

- Implications for Management.” *Journal of Business Ethics* 20, no. 4 (July 11, 1999): 327–35. <https://doi.org/10.1023/A:1005741524800/METRICS>.
- Morsing, Mette, and Majken Schultz. “Corporate Social Responsibility Communication: Stakeholder Information, Response and Involvement Strategies.” *Business Ethics: A European Review* 15, no. 4 (October 1, 2006): 323–38. <https://doi.org/10.1111/J.1467-8608.2006.00460.X>.
- Salter, Brian. “Markets, Cultures, and the Politics of Value: The Case of Assisted Reproductive Technology.” *Science Technology and Human Values* 47, no. 1 (January 1, 2022): 3–28. <https://doi.org/10.1177/0162243921991929>.
- Schwartz, Mark S., and Archie B. Carroll. “Integrating and Unifying Competing and Complementary Frameworks: The Search for a Common Core in the Business and Society Field.” *Business and Society* 47, no. 2 (June 2008): 148–86. <https://doi.org/10.1177/0007650306297942>.
- Tampubolon, Manahan P. *Change Management*. Pertama. Bogor: Mitra Wacana Media, 2020. moz-extension://f28415dd-af9e-4e37-89a2-618372c7b0df/enhanced-reader.html?openApp&pdf=http%3A%2F%2Frepository.uki.ac.id%2F2339%2F2%2FCHANGEMANAGEMENT.pdf
- Waddock, Sandra A. “Parallel Universes: Companies, Academics, and the Progress of Corporate Citizenship.” *Business and Society Review*. Vol. 109, 2004. <http://hdl.handle.net/2345/2543>.
- Wood, Donna J. “Corporate Social Performance Revisited.” *Source: The Academy of Management Review* 16, no. 4 (1991): 691–718. <https://www.jstor.org/stable/258977>.