

# EXPLORING WHISTLE-BLOWING INTENTION AMONG EMPLOYEES IN HALAL-CERTIFIED FOOD COMPANIES

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## ABSTRACT

Whistleblowing is one of the countermeasures proposed to reduce the vulnerability of the halal food supply chain. Despite the importance of whistleblowing as a monitoring mechanism, limited studies were conducted concerning whistleblowing intentions in the halal food sector. This research is proposed to fill the gap. The primary objective of this study is to learn the employees' perspectives about whistle-blowing. The findings provide new knowledge and guidance on the framework model on the whistleblowing intentions among employees. This will serve well with the needs of the halal food industry players, agencies and companies and policymakers.

## INTRODUCTION

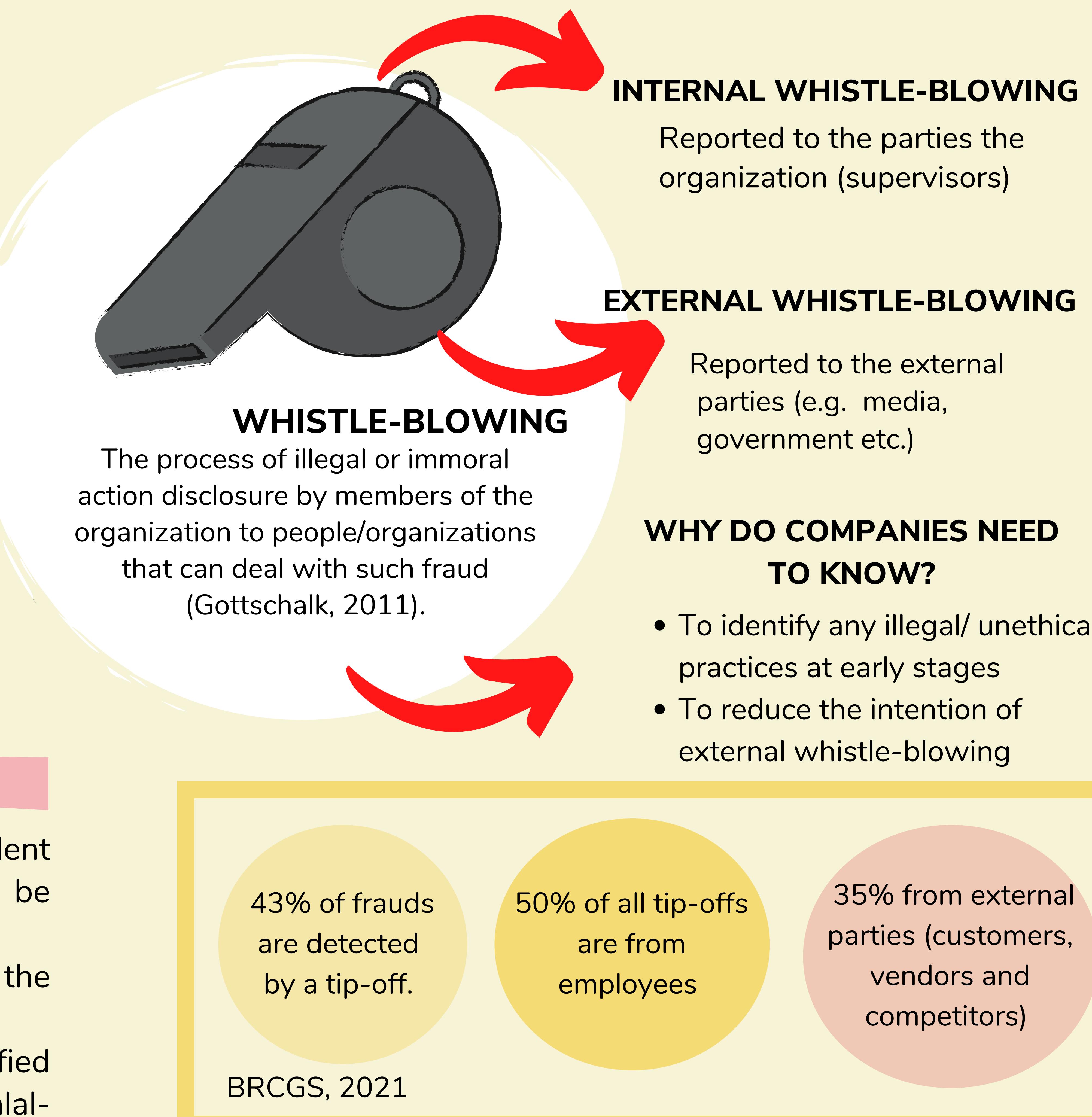
- The Issues (illegal, inappropriate and fraudulent practice) in the halal industry should be addressed.
- An example of a Halal food fraud case is the meat cartel scandal 2020 in Malaysia
- Frozen meat was imported from non-certified countries; some meat was mixed with halal-certified meat and repacked with a halal logo.
- The issue was disclosed by an anonymous tip-off made to the local authority.

## METHODOLOGY

- 14 Interviews with employees were conducted
- All interviews were recorded and transcribed.
- Atlas. ti 9 was used to analyze the data using thematic analysis

## IMPLICATIONS

- Regulators can benefit from reserved resources that are otherwise spent to investigate illegal activities.
- Factors identified may support legislation or policy to protect whistleblowers.
- Foundation for future research.



## PRELIMINARY FINDING

- Low awareness of whistle-blowing SMEs employees compared to Multinational companies.
- Only one company has a whistle-blowing policy.
- More difficult to report the wrongdoing if the status of the wrongdoer is high.
- The seriousness of the wrongdoing, influence whistleblowing intention
- Some believe their colleagues will support them if they need to be whistle-blowers.

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