

## ABSTRACT

*This study investigates the roles that stimulus, capability, collusion, opportunity, rationalization, and employee ego perform in asset misappropriation at state university institutions. Examining the important moderation effect that employee integrity may have in the determinant relationship of asset misappropriation. This research will contribute to a theoretical basis by determining whether the characteristics of asset misappropriation behavior are intrinsic or extrinsic and proposing practical recommendations to prevent asset misappropriation in higher education institutions.*

*Respondents are university employees from ten different state universities that have received Integrity Zones up until the end of the 2021 academic year. Respondents, in this case, are working units, public service agencies, and universities legally recognized as entities. An online questionnaire was employed to collect data from 400 respondents; the questionnaire received a return of 306, equivalent to a rate of 76.5 percent. Structural equation modeling (SEM) was used to prove the hypothesis, and the results are given below.*

*The findings show that collusion and rationalization significantly affect asset misappropriation, while stimulus, capability, opportunity, and ego have no effect. Employee integrity moderation has not significantly reduced the influence of all SCCORE model determinants on asset misappropriation. From a theoretical perspective, the implications show that asset misappropriation is more of a dispositional attribution, which directly shows the role of collusion and rationalization and the importance of employee integrity over collusion in preventing the misuse of assets. Based on these results, leaders in higher education should focus on setting up good governance and internal control systems and coming up with ideas for policies and rules that promote professional values and integrity.*

**Keywords :** *aset misappropriation, S.C.C.O.R.E. model, employee integrity, attribution*