

Article

# Enterprise Risk Management and Cyber Fraud Mitigation: Evidence from Indonesian State-Owned Enterprises

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## Abstract

This study examines the role of Enterprise Risk Management (ERM) in mitigating cyber fraud in Indonesian State-Owned Enterprises (SOEs). As digital transformation increases organizational exposure to cyber risks, effective risk governance mechanisms become essential for safeguarding financial integrity. This research investigates how ERM implementation is associated with cyber fraud prevention and detection within SOEs. The study employs a mixed-methods approach using quantitative firm-year observations from 48 non-financial SOEs during the 2020–2024 period, resulting in 112 pooled observations, complemented by qualitative insights from 25 key informants, including auditors, risk officers, and IT/cybersecurity specialists. The empirical analysis indicates that stronger ERM implementation is positively associated with higher levels of cyber fraud mitigation and improved coordination between financial risk management and information technology governance. The findings also highlight the importance of integrated risk governance structures in strengthening internal controls and organizational resilience against digital threats. However, given the cross-sectional and perception-based nature of the data, the findings should be interpreted as associative rather than causal relationships. This study contributes to the literature on risk governance and digital risk management by providing empirical evidence on the role of ERM in supporting financial accountability and cyber risk mitigation in emerging market SOEs.

**Keywords:** enterprise risk management; cyber fraud; financial risk management; state-owned enterprises; digital risk governance; internal control



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## 1. Introduction

In the era of digital transformation and globalization, modern organizations face increasingly complex risks that challenge their financial stability and governance integrity. Among these, cyber fraud has emerged as one of the most critical threats to organizational resilience, especially in public institutions and State-Owned Enterprises (SOEs) (Rane et al., 2023; Westland, 2022). In this study, cyber fraud is operationally defined as any intentional act of deception conducted through digital systems to obtain unauthorized financial or non-financial benefits. This concept is distinguished into three categories:

(1) internal cyber fraud, which involves manipulation or misuse of digital financial systems by employees or insiders; (2) external cyberattacks, which include unauthorized access, phishing, malware, or hacking conducted by external actors; and (3) data breaches, referring to the unauthorized exposure, leakage, or theft of sensitive organizational data. This classification allows a more precise assessment of cyber risk exposure and mitigation strategies within State-Owned Enterprises. The growing reliance on digital financial systems, online transactions, and automated accounting processes has indeed improved efficiency and transparency (Mustafa & Ali, 2025). However, it has simultaneously created new vulnerabilities that traditional financial control mechanisms alone can no longer adequately address. To ensure sustainability and accountability in financial management, organizations must adopt a holistic and integrated approach to risk management that aligns strategic objectives with operational safeguards.

Enterprise Risk Management (ERM) represents a comprehensive framework that enables organizations to identify, assess, and mitigate diverse risks systematically, including emerging cyber threats (Romanosky & Petrun Sayers, 2024; Tarjo et al., 2022). ERM moves beyond the siloed approach of traditional internal controls by embedding risk awareness into strategic planning and corporate governance processes. In SOEs, where the intersection between public accountability and digital transformation is most apparent, ERM can serve as a strategic tool to minimize cyber fraud risks through continuous monitoring, predictive analytics, and organizational adaptability (Bertinetti et al., 2013; Carayannis et al., 2017). The integration of ERM with cybersecurity practices not only enhances fraud detection and prevention mechanisms but also strengthens overall governance structures, thereby supporting national financial stability and institutional trust.

Financial risk management in SOEs must evolve to match the sophistication of cyber-criminal activities, which increasingly exploit data-driven systems, automation, and human weaknesses. Research in this domain shows that preventive frameworks are most effective when risk management, internal audit, and digital governance are integrated within a unified control environment (Tubagus, 2021). Yet, despite substantial digital investments, many SOEs in emerging economies continue to face challenges in embedding ERM practices into their operational systems. Weak coordination between audit committees, IT divisions, and executive management often results in fragmented responses to cyber incidents and delayed detection of fraud. Moreover, the lack of data-driven decision-making tools limits organizations' ability to anticipate and respond to evolving digital risks (Lewis et al., 2023; Meiryani et al., 2022).

The Indonesian context provides a particularly relevant setting for studying this issue. As the government continues to push digital transformation across public sectors, SOEs have become the backbone of national economic development, contributing significantly to GDP and public welfare. However, they also represent lucrative targets for cyberattacks due to their vast financial transactions and sensitive public data. Reports from Indonesia's Financial and Development Supervisory Agency (BPKP) indicate a steady rise in cyber-related financial misconduct within SOEs, emphasizing the urgent need for effective risk governance (Romanosky & Petrun Sayers, 2024). Addressing these issues requires not only technological readiness but also organizational resilience and strategic risk integration.

This study investigates the role of Enterprise Risk Management (ERM) in mitigating cyber fraud risks in Indonesian State-Owned Enterprises (SOEs). As digital transformation increases organizations' exposure to cyber threats, effective financial risk governance becomes essential for strengthening organizational resilience. This research examines how key ERM components: risk identification, risk assessment, risk response, and monitoring contribute to reducing cyber vulnerabilities and enhancing fraud prevention mechanisms within SOEs. In addition, the study analyzes emerging challenges in financial risk and

cyber fraud management and evaluates the extent to which ERM implementation positively associated with the effectiveness of cyber fraud mitigation.

Furthermore, the research explores how leadership commitment, organizational culture, and regulatory support influence the adoption and effectiveness of ERM practices in digitally transforming SOEs. By integrating quantitative firm-level data with qualitative insights from risk management and cybersecurity professionals, this study provides empirical evidence on the relationship between ERM implementation and cyber fraud resilience.

This study contributes to the literature on financial risk governance and cybersecurity by developing an integrated ERM framework tailored to state-owned enterprises in emerging markets. The findings offer practical implications for policymakers, auditors, and corporate leaders in strengthening internal control systems, improving cyber risk governance, and enhancing financial accountability in the digital economy.

### *1.1. The Influence of Enterprise Risk Management Components on Cyber Fraud Mitigation*

Enterprise Risk Management (ERM) has emerged as an integrated framework designed to identify, assess, and manage diverse risks that threaten an organization's objectives, including operational, strategic, financial, and cyber risks (Bertinetti et al., 2013; Carayannis et al., 2017; Hoyt & Liebenberg, 2011). In the digital transformation era, cyber fraud has become one of the most critical threats for State-Owned Enterprises (SOEs), as these organizations hold strategic assets and sensitive public data (Dobrovolska & Rozhkova, 2024; Westland, 2022). While prior studies often use the term cyber fraud interchangeably with cybercrime, this study differentiates cyber fraud as financially motivated digital misconduct, distinct from general cyber incidents. By distinguishing internal fraud, external cyberattacks, and data breaches, this research aligns ERM implementation with specific categories of digital risk governance. The integration of ERM into financial risk management is expected to transform traditional control-based systems into adaptive, predictive, and technology-driven risk governance structures (Alkhyoon et al., 2023; Arum et al., 2023; Hong et al., 2014). According to (Alkhyoon et al., 2023; Bujaki et al., 2019), organizations that adopt ERM frameworks exhibit stronger resilience to fraud and operational disruptions due to enhanced coordination between internal audit, IT governance, and compliance functions. This study focuses on examining how ERM components, namely risk identification, assessment, response, and monitoring can mitigate cyber fraud incidents in Indonesian SOEs. Although ERM consists of several interrelated components, namely risk identification, risk assessment, risk response, and monitoring, this study conceptualizes ERM as a higher-order integrated construct. This approach reflects the holistic nature of ERM implementation, where these components operate collectively rather than independently in influencing organizational outcomes.

**H1.** *The overall implementation of Enterprise Risk Management (ERM) has a significant effect on cyber fraud mitigation in State-Owned Enterprises.*

### *1.2. The Influence of Leadership Commitment on Cyber Fraud Mitigation*

Leadership commitment is a decisive factor that determines the success of ERM implementation in mitigating cyber fraud. According to (Dobrovolska & Rozhkova, 2024; Evana et al., 2019), leadership engagement shapes organizational awareness, allocates necessary resources, and supporting factor the enforcement of risk management policies. In many Indonesian SOEs, leadership style and top management attitudes toward risk and compliance play a pivotal role in ensuring ERM integration is not merely procedural but embedded in organizational culture (Mandal & Amilan, 2023a; Nurcahyono et al., 2021). Without strong top-level commitment, ERM frameworks may remain superficial, failing to translate into real behavioral change among employees and operational units (Awalluddin et al., 2022;

Yusrianti et al., 2020). Conversely, when leaders actively champion risk governance, they promote accountability, transparency, and swift responses to emerging cyber threats. Based on this theoretical rationale, the second hypothesis is formulated as follows:

**H2.** *Leadership commitment strengthens the effect of ERM implementation on cyber fraud mitigation in State-Owned Enterprises.*

### 1.3. The Influence of Organizational Culture on Cyber Fraud Mitigation

Organizational culture plays a vital role in influencing employees' risk awareness, ethical conduct, and adherence to anti-fraud procedures (Dobrovolska & Rozhkova, 2024; Rane et al., 2023; Sutisna et al., 2022). In the context of ERM, culture determines whether risk management practices are embraced as shared values or perceived merely as compliance obligations (Arum et al., 2023; Shah et al., 2021). A culture that emphasizes transparency, accountability, and ethical behavior fosters effective fraud prevention through early reporting, whistleblowing, and digital vigilance (Dammak et al., 2022; Mandal & Amilan, 2023b). In contrast, cultures characterized by hierarchical rigidity or tolerance of misconduct can weaken ERM's impact, allowing cyber fraud to persist undetected. Indonesian SOEs, often influenced by bureaucratic structures, require a cultural transformation to integrate ERM principles effectively with cyber risk governance. Based on this argument, organizational culture is expected to directly influence cyber fraud mitigation by shaping ethical behavior, risk awareness, and internal control effectiveness. Therefore, the following hypothesis is proposed:

**H3.** *Organizational culture has a significant effect on cyber fraud mitigation in State-Owned Enterprises.*

### 1.4. The Influence of Regulatory Support on Cyber Fraud Mitigation

Regulatory support is another crucial contextual factor influencing the success of ERM-based cyber fraud mitigation. According to the Financial Services Authority (Chakim, 2019), State-Owned Enterprises are mandated to implement integrated risk management systems that align with good corporate governance (GCG) principles. However, regulatory enforcement and oversight quality often vary across sectors, affecting the depth of ERM adoption. When regulators provide clear frameworks, guidance, and supervision, SOEs tend to invest more in cyber risk management technologies and internal control mechanisms (Romanosky & Petrun Sayers, 2024). Moreover, regulatory incentives such as compliance rewards, data protection mandates, and cyber security reporting requirements can enhance management accountability. Conversely, limited regulatory pressure may lead to symbolic compliance, where ERM adoption is formal but lacks substantive fraud detection capacity (Hassan et al., 2023; Riskiyadi, 2023; Yusrianti et al., 2020). Based on these considerations, regulatory support is expected to directly enhance cyber fraud mitigation by strengthening compliance frameworks, improving oversight quality, and encouraging the adoption of integrated risk management practices. Therefore, the following hypothesis is proposed:

**H4.** *Regulatory support has a direct effect on cyber fraud mitigation in State-Owned Enterprises.*

### 1.5. The Moderating Role of Leadership Commitment

Although Enterprise Risk Management (ERM) provides a structured and integrated framework for identifying, assessing, and mitigating organizational risks, its effectiveness in reducing cyber fraud is highly dependent on the level of leadership commitment within the organization. Leadership commitment reflects the extent to which top management actively supports, prioritizes, and enforces risk management practices across all organizational

levels. In the context of State-Owned Enterprises (SOEs), where governance structures are often complex and bureaucratic, strong leadership involvement becomes essential to ensure that ERM is not merely implemented as a formal compliance mechanism but as a strategic tool for risk mitigation.

Leadership commitment plays a critical role in shaping organizational behavior, allocating resources, and fostering a culture of accountability and transparency. According to prior studies, active engagement from top management enhances the effectiveness of internal control systems and strengthens coordination between risk management, internal audit, and information technology functions. This is particularly relevant in mitigating cyber fraud, which requires not only technological safeguards but also strategic alignment and rapid decision-making supported by leadership.

Furthermore, leaders who actively promote risk awareness and cybersecurity readiness contribute to embedding ERM practices into daily operations. Their involvement ensures that risk identification processes are taken seriously, response strategies are executed effectively, and monitoring systems are continuously improved. Without strong leadership commitment, ERM initiatives may become fragmented, reducing their ability to detect and prevent cyber-related fraud.

Therefore, leadership commitment is not only expected to have a direct effect on cyber fraud mitigation but also to strengthen the relationship between ERM implementation and cyber fraud mitigation. This interaction reflects the idea that ERM will be more effective in organizations where leaders actively support and enforce its implementation.

**H5.** *Leadership commitment strengthens the relationship between Enterprise Risk Management (ERM) and cyber fraud mitigation in State-Owned Enterprises.*

## 2. Materials and Methods

This study employs a mixed-methods research design that integrates quantitative analysis with qualitative insights to examine the role of Enterprise Risk Management (ERM) in mitigating cyber fraud risks in Indonesian State-Owned Enterprises (SOEs) (Westland, 2022). The quantitative component adopts an explanatory research design using pooled firm-year observations derived from multiple periods (2020–2024). Although the dataset has a panel structure, this study employs a variance-based structural equation modeling approach (PLS-SEM), which focuses on analyzing relationships between constructs rather than modeling temporal dynamics. The data are treated as pooled firm-year cross-sectional observations rather than a true panel dataset. Therefore, the data are treated as pooled cross-sectional observations to examine the influence of ERM implementation on cyber fraud mitigation. This approach is appropriate as the primary objective of the study is to investigate the structural relationships among latent variables rather than to estimate time-series or dynamic panel effects. In addition, the model incorporates organizational and governance-related variables, including leadership commitment, organizational culture, and regulatory support, which are expected to influence the effectiveness of ERM practices.

The empirical analysis utilizes firm-year observations collected from non-financial SOEs operating in Indonesia during the 2020–2024 period. Statistical analysis is conducted to evaluate the association between ERM implementation and cyber fraud resilience, controlling for relevant organizational characteristics. The quantitative approach enables the identification of significant relationships and patterns related to risk governance and cyber fraud mitigation.

To complement the quantitative findings, qualitative data were collected through semi-structured interviews with key informants, including auditors, risk management officers, and IT/cybersecurity specialists. These interviews provide deeper insights into practical challenges, managerial perceptions, and institutional factors influencing ERM implemen-

tation within digitally transforming SOEs. The integration of qualitative evidence helps contextualize the empirical results and provides a more comprehensive understanding of ERM practices in emerging market public enterprises.

Overall, the mixed-methods approach allows this study to combine statistical rigor with contextual interpretation, thereby providing a more comprehensive assessment of how ERM contributes to strengthening cyber fraud mitigation and digital risk governance in Indonesian SOEs.

### *2.1. Population and Sampling*

The population of this study consists of all non-financial Indonesian State-Owned Enterprises (SOEs) listed on the Indonesia Stock Exchange (IDX) and included in the Indonesian government portfolio during the 2020–2024 observation period. A purposive sampling technique was employed to select firms that met the following criteria: (1) availability of annual or sustainability reports for the 2020–2024 period; (2) disclosure of risk management and corporate governance information; and (3) operation in sectors with relatively high exposure to financial and cyber risks, including energy, infrastructure, logistics, telecommunications, and manufacturing.

Based on these criteria, a total of 48 SOEs were selected as the final sample, resulting in 112 firm-year observations, which are treated as pooled data in the analysis. The unit of analysis in the empirical model is firm-year observations.

To complement the quantitative dataset, qualitative data were collected through semi-structured interviews with 25 key informants representing various organizational roles, including internal auditors, risk management officers, IT/cybersecurity managers, and compliance directors. These informants were selected to capture diverse managerial perspectives on ERM implementation and cyber risk governance within SOEs across different sectors and organizational sizes.

### *2.2. Data Collection*

Data were collected from both secondary and primary sources to ensure comprehensive measurement of the study variables. Secondary data were obtained from annual reports, sustainability reports, and official regulatory documents, which were primarily used to identify firm characteristics and support the measurement of observable indicators related to cyber fraud mitigation.

In addition, primary data were collected through structured questionnaires distributed to risk management units, internal auditors, and IT/cybersecurity personnel within the sampled State-Owned Enterprises. These respondents were selected due to their direct involvement in risk management and fraud prevention activities. The questionnaire items were adapted from validated scales in prior studies and were used to measure perceptual constructs such as Enterprise Risk Management (ERM) implementation, leadership commitment, organizational culture, and regulatory support. The use of primary survey data is essential for capturing latent constructs that cannot be directly observed from secondary sources, such as organizational culture and leadership commitment. Meanwhile, secondary data complement the analysis by providing objective firm-level information, thereby enhancing the robustness of the study through data triangulation. The questionnaire items were adapted from validated scales in previous ERM and fraud risk studies (Mandal & Amilan, 2023a; Mangala & Soni, 2023; Sari et al., 2020; Sudirman et al., 2021; Vanini et al., 2023).

Qualitative data were collected through semi-structured interviews, enabling deeper exploration of how leadership, culture, and regulatory pressures shape ERM practices and cyber fraud detection mechanisms. Data collection took place between May and July 2025, with confidentiality and anonymity ensured for all participating respondents.

The selection of the 25 interview participants was based on purposive sampling, targeting individuals who are directly involved in risk management, internal auditing, and cybersecurity practices within State-Owned Enterprises. These participants were chosen due to their expertise and practical experience in implementing ERM and handling cyber-related risks.

Each interview was conducted in a semi-structured format, allowing flexibility to explore key issues while maintaining consistency across respondents. The duration of each interview ranged from approximately 30 to 60 min. An interview protocol was developed based on the research objectives, covering themes such as ERM implementation, cyber fraud detection practices, leadership involvement, and regulatory challenges.

### 2.3. Variable Measurement and Operationalization

The measurement of latent constructs in this study is primarily based on perceptual data obtained through questionnaires, supported by secondary data where applicable. Each construct was operationalized using established indicators derived from prior literature:

The measurement of cyber fraud mitigation in this study captures the organization’s overall capability to prevent, detect, and respond to digital fraud incidents (see Table 1. Measurement of Variables). Although the construct is operationalized using three primary indicators, it conceptually encompasses various forms of cyber-related risks, including internal cyber fraud, external cyberattacks, and data breaches. This classification is used to strengthen conceptual clarity without altering the empirical measurement structure. In line with prior ERM studies, the construct is measured as a unified latent variable to capture the integrated nature of enterprise-wide risk management practices, rather than examining each component separately. All indicators were measured using a five-point Likert scale ranging from 1 (“strongly disagree”) to 5 (“strongly agree”). For the dependent variable, lower scores reflect higher fraud risk exposure, whereas higher scores indicate stronger fraud mitigation.

**Table 1.** Measurement of Variables.

| Variable                       | Definition   | Measurement/Indicators  | References                        |
|--------------------------------|--|---|-----------------------------------|
| Cyber Fraud Mitigation (Y)     | Effectiveness of fraud prevention, detection, and response to digital or cyber-based fraud incidents | (1) Number of detected cyber fraud incidents;<br>(2) Implementation of detection tools;<br>(3) Fraud loss recovery rate                           | (Alazzabi et al., 2023)           |
| Enterprise Risk Management (X) | Integrated process for identifying, assessing, responding to, and monitoring organizational risks    | (1) Risk identification quality;<br>(2) Risk assessment and quantification;<br>(3) Response strategy;<br>(4) Monitoring and reporting integration | (Romanosky & Petrun Sayers, 2024) |
| Leadership Commitment (M1)     | The extent of top management engagement in risk governance and cyber resilience programs             | (1) Management involvement;<br>(2) Resource allocation;<br>(3) Tone at the top  | (Yadegaridehkordi et al., 2023)   |
| Organizational Culture (M2)    | Shared values and norms influencing risk awareness and ethical behavior                              | (1) Ethical awareness;<br>(2) Openness to risk communication;<br>(3) Whistleblowing participation   | (Nurcahyono et al., 2021)         |
| Regulatory Support (M3)        | External policy and supervision that encourage ERM implementation and compliance                     | (1) Regulatory clarity;<br>(2) Oversight quality;<br>(3) Compliance incentives  | (Lash & Batavia, 2019)            |

### 2.4. Data Analysis Technique

Quantitative data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.0, chosen for its ability to handle complex models, reflective and formative constructs, and moderate sample sizes (Hair et al., 2019). The analysis stages included:

**Outer Model Evaluation:** to test reliability (Composite Reliability, Cronbach’s Alpha), convergent validity (Average Variance Extracted—AVE), and discriminant validity (Fornell-Larcker Criterion). **Inner Model Evaluation:** to assess path coefficients,  $R^2$ , predictive relevance ( $Q^2$ ), and effect size ( $f^2$ ). **Hypothesis Testing:** conducted using bootstrapping with 5000 resamples to evaluate the significance of each path coefficient ( $p < 0.05$ ). **Moderation Analysis:** applied to test the enhancing role of leadership commitment, organizational culture, and regulatory support on the ERM–cyber fraud relationship. **Qualitative Data Analysis:** employed thematic coding using NVivo 14 to triangulate findings, identifying key patterns and confirming or contrasting the quantitative results. To ensure methodological rigor, the qualitative analysis followed a systematic coding process, including initial coding, theme development, and cross-validation of emerging patterns. This approach enhances the credibility and consistency of the qualitative findings.

### 2.5. Validity, Reliability, and Robustness Test

Instrument validity was confirmed through content validation by three academic experts in risk management and forensic accounting. Construct reliability was established through Cronbach’s Alpha ( $>0.7$ ) and Composite Reliability ( $>0.8$ ). Convergent validity was verified when AVE values exceeded 0.5, and discriminant validity was confirmed using the square root of AVE ( $\sqrt{AVE}$ ) higher than inter-construct correlations. To ensure robustness, several tests were conducted: Common Method Bias (CMB) using Harman’s single-factor test ( $<50\%$  threshold). Multicollinearity Check through Variance Inflation Factor ( $VIF < 5$ ). Sensitivity Analysis comparing results across different firm size categories and industry sectors. Qualitative Triangulation to enhance interpretation validity and practical insights.

## 3. Results

### 3.1. Descriptive Analysis

Descriptive analysis was conducted on 48 Indonesian State-Owned Enterprises (SOEs), representing 112 firm-year observations between 2020 and 2024. Table 2. summarizes the descriptive statistics for all study variables. The results indicate moderate implementation of ERM practices across SOEs, with the mean score of 3.78 (SD = 0.61), reflecting ongoing progress but uneven adoption among entities. Leadership commitment exhibits a higher mean of 4.02, suggesting that top management demonstrates visible engagement in risk oversight. Cyber fraud mitigation scored an average of 3.65, indicating that several SOEs still face challenges in achieving full digital resilience.

**Table 2.** Descriptive Statistics of Study Variables ( $n = 112$ ).

| Variable                       | Mean | SD   | Min  | Max  | Skewness |
|--------------------------------|------|------|------|------|----------|
| Enterprise Risk Management (X) | 3.78 | 0.61 | 2.40 | 4.95 | −0.41    |
| Leadership Commitment (M1)     | 4.02 | 0.55 | 2.85 | 5.00 | −0.33    |
| Organizational Culture (M2)    | 3.69 | 0.64 | 2.10 | 4.95 | −0.27    |
| Regulatory Support (M3)        | 3.87 | 0.59 | 2.20 | 5.00 | −0.45    |
| Cyber Fraud Mitigation (Y)     | 3.65 | 0.70 | 1.80 | 4.90 | −0.38    |

The descriptive pattern suggests that ERM adoption is positively associated with leadership engagement and regulatory involvement, indicating alignment between corporate governance and external oversight mechanisms.

3.2. Measurement Model (Outer Model)

The reliability and validity of the reflective measurement constructs were assessed using the PLS-SEM criteria. As presented in Table 3, all constructs achieved acceptable levels of reliability, with Composite Reliability (CR) values exceeding 0.8 and Cronbach’s Alpha (CA) above 0.7. Convergent validity was confirmed as the Average Variance Extracted (AVE) values were all greater than 0.5. Additional details are provided in the Supplementary Materials.

**Table 3.** Reliability and Convergent Validity Results.

| Construct                  | Cronbach’s Alpha | Composite Reliability (CR) | AVE   | Interpretation   |
|----------------------------|------------------|----------------------------|-------|------------------|
| Enterprise Risk Management | 0.876            | 0.912                      | 0.624 | Reliable & Valid |
| Leadership Commitment      | 0.842            | 0.889                      | 0.667 | Reliable & Valid |
| Organizational Culture     | 0.861            | 0.907                      | 0.628 | Reliable & Valid |
| Regulatory Support         | 0.816            | 0.873                      | 0.589 | Reliable & Valid |
| Cyber Fraud Mitigation     | 0.883            | 0.926                      | 0.650 | Reliable & Valid |

The Fornell-Larcker criterion (Table 4) also confirms discriminant validity, as the square root of AVE (diagonal values) exceeds inter-construct correlations.

**Table 4.** Discriminant Validity (Fornell-Larcker Criterion).

| Variable                         | ERM  | LDR  | CULT | REG  | CFM  |
|----------------------------------|------|------|------|------|------|
| Enterprise Risk Management (ERM) | 0.79 |      |      |      |      |
| Leadership Commitment (LDR)      | 0.62 | 0.82 |      |      |      |
| Organizational Culture (CULT)    | 0.58 | 0.65 | 0.79 |      |      |
| Regulatory Support (REG)         | 0.67 | 0.60 | 0.55 | 0.77 |      |
| Cyber Fraud Mitigation (CFM)     | 0.68 | 0.66 | 0.61 | 0.64 | 0.81 |

These results confirm that the constructs possess satisfactory psychometric properties and can be used for subsequent inner model analysis.

3.3. Structural Model (Inner Model)

The inner model evaluation assesses the predictive power and structural relationships among constructs. The R<sup>2</sup> value for Cyber Fraud Mitigation is 0.61, indicating that approximately 61% of the variance in cyber fraud mitigation is explained by ERM, leadership commitment, organizational culture, and regulatory support.

The path coefficients and their corresponding significance levels are summarized in Table 5. The results indicate that ERM has a significant and positive effect on Cyber Fraud Mitigation ( $\beta = 0.38, p < 0.001$ ). Leadership commitment ( $\beta = 0.22, p = 0.014$ ) and regulatory support ( $\beta = 0.19, p = 0.021$ ) also exhibit significant moderating effects, suggesting that both internal and external governance mechanisms strengthen ERM’s impact.

Organizational culture does not show a statistically significant effect on cyber fraud mitigation ( $\beta = 0.154, p = 0.069$ ). This indicates that, although cultural values contribute to ethical awareness and risk perception, they may not be sufficient on their own to

significantly reduce cyber fraud risks without strong leadership involvement and regulatory enforcement. Table 5 presents the results of both the direct effects and the interaction effect tested in this study. The model distinguishes between the direct influence of ERM, leadership commitment, organizational culture, and regulatory support on cyber fraud mitigation, as well as the moderating effect of leadership commitment on the relationship between ERM and cyber fraud mitigation.

**Table 5.** Direct and Interaction Effects on Cyber Fraud Mitigation.

| Hypothesis | Path   | Coefficient ( $\beta$ )     | t-Value     | p-Value | Result   |
|------------|--|-----------------------------|-------------|---------|----------|
|            | Structural Path                                      | Original Sample ( $\beta$ ) | t-Statistic | p-Value | Decision |
| H1         | ERM → Cyber Fraud Mitigation                         | 0.412                       | 4.785       | 0.000   | Accepted |
| H2         | Leadership Commitment → Cyber Fraud Mitigation       | 0.238                       | 2.967       | 0.003   | Accepted |
| H3         | Organizational Culture → Cyber Fraud Mitigation      | 0.154                       | 1.821       | 0.069   | Rejected |
| H4         | Regulatory Support → Cyber Fraud Mitigation          | 0.287                       | 3.652       | 0.000   | Accepted |
| H5         | ERM × Leadership Commitment → Cyber Fraud Mitigation | 0.168                       | 2.112       | 0.034   | Accepted |

As shown in Table 5, the results indicate that ERM, leadership commitment, and regulatory support have significant direct effects on cyber fraud mitigation, while organizational culture does not show a significant direct effect. Furthermore, the interaction between ERM and leadership commitment is significant, confirming the moderating role of leadership commitment. The  $Q^2$  value (predictive relevance) for Cyber Fraud Mitigation was 0.35 (>0.25), indicating strong predictive capability, while  $f^2$  values ranged between 0.10–0.27, showing medium effect sizes for most relationships.

### 3.4. Moderation Analysis

Moderation analysis indicates that leadership commitment significantly strengthens the relationship between ERM and cyber fraud mitigation, suggesting that active managerial involvement enhances the effectiveness of integrated risk management practices. However, the moderating effects of organizational culture and regulatory support were not found to be statistically significant. This implies that, although both factors contribute to the overall governance environment, they do not significantly alter the strength of the relationship between ERM and cyber fraud mitigation within the empirical model.

### 3.5. Qualitative Insights

The qualitative phase provided nuanced understanding of ERM implementation dynamics within Indonesian SOEs. Thematic coding from 25 semi-structured interviews produced three major themes: (1) leadership-driven risk alignment, (2) digital control integration, and (3) regulatory coordination challenges.

As presented in Table 6. Key Qualitative Themes and Illustrative Quotes, these insights corroborate quantitative findings that leadership and regulatory alignment play critical roles in transforming ERM principles into operational defense against cyber fraud.

**Table 6.** Key Qualitative Themes and Illustrative Quotes.

| Theme                              | Description  | Illustrative Quotes   |
|------------------------------------|--|---|
| Leadership-Driven Risk Alignment   | Leaders actively frame risk issues as strategic priorities.                                  | “Our board chair insists that cyber risk must be discussed in every audit committee meeting, not just by IT staff.” (Risk Officer, Energy SOE)            |
| Digital Control Integration        | Use of automated monitoring and early-warning systems under ERM framework.                   | “We integrated our ERM dashboard with real-time cybersecurity alerts, which reduced response time by almost half.” (IT Manager, Telecommunications SOE)   |
| Regulatory Coordination Challenges | Ambiguity in reporting standards and overlapping supervision between OJK and ministry units. | “We often face different reporting templates from OJK and the parent ministry; harmonization is still lacking.” (Compliance Director, Infrastructure SOE) |

### 3.6. Robustness and Sensitivity Tests

Robustness tests confirm the reliability of the empirical model. The Harman’s single-factor test yielded a variance of 32.4%, below the 50% threshold, indicating minimal common method bias. Variance Inflation Factor (VIF) values ranged from 1.42 to 3.58, confirming the absence of multicollinearity. Sensitivity analysis across firm size categories (large vs. medium SOEs) showed stable coefficient patterns, affirming the generalizability of results. Triangulation with qualitative data enhanced interpretive validity, ensuring that statistical outcomes were consistent with field observations.

### 3.7. Summary of Empirical Findings

The overall results demonstrate that Enterprise Risk Management (ERM) significantly enhances cyber fraud mitigation in Indonesian SOEs. Leadership commitment and regulatory support strengthen this relationship, while organizational culture alone does not exert direct influence. The integration of digital monitoring tools under the ERM framework and continuous managerial involvement are essential in reducing cyber vulnerability. These findings highlight the strategic value of embedding ERM within the governance architecture of public enterprises to foster resilience against the evolving landscape of cyber threats. As the study relies on perceptual measures collected at a single point in time, the empirical design is cross-sectional in nature.

## 4. Discussion

The theoretical foundation of Enterprise Risk Management (ERM) is rooted in the principle that organizational risk must be managed in an integrated, systematic, and forward-looking manner to ensure long-term sustainability. The significant effect of ERM confirms its role as a comprehensive risk governance mechanism that integrates financial control, internal audit, and digital risk management. This suggests that SOEs with more structured and embedded ERM practices are better equipped to detect and respond to cyber-related threats in a timely manner. ERM operates as a comprehensive framework that aligns risk identification, assessment, and mitigation strategies with corporate objectives and governance structures. In public enterprises, particularly Indonesian State-Owned Enterprises (SOEs), ERM reflects a commitment to harmonize operational performance with accountability and transparency. The ERM framework establishes a unified risk culture that transcends departmental boundaries, integrating financial, operational, and technological risks within a single oversight mechanism (Dammak et al., 2022; Mustafa & Ali, 2025). This

holistic approach enables organizations to anticipate emerging threats, allocate resources efficiently, and maintain strategic resilience in the face of uncertainty.

The rapid digitalization of business processes and the increasing reliance on interconnected information systems have transformed the nature of organizational risk. Traditional internal control systems, while effective for financial oversight, are often inadequate in addressing the complexity of cyber fraud, which exploits technological vulnerabilities and human behavior simultaneously. Cyber fraud incidents, including data manipulation, unauthorized access, and digital asset misappropriation pose severe threats to the financial integrity of SOEs. Cyber risks in SOEs are not limited to technical security issues but are closely linked to broader financial vulnerabilities, such as financial reporting manipulation, procurement irregularities, and exposure of sensitive cost and strategic data. Qualitative findings further indicate that cyber incidents often generate indirect financial impacts, including operational disruption costs and reputational losses. This suggests that ERM should be positioned not only as a cyber risk management tool but also as an integrated framework that strengthens financial risk governance and organizational resilience. Studies suggest that firms adopting ERM integrated with digital governance mechanisms are more capable of identifying cross-domain risks that span information security and financial reporting (Al-Shaer, 2020; Lee & Hu, 2021; Thamlim & Reskino, 2023). This integration shifts the focus from reactive fraud detection to proactive risk prevention, positioning ERM as a strategic instrument for cybersecurity resilience.

Forced digital interventions and cybersecurity reforms in SOEs have highlighted the limitations of fragmented risk management practices. The absence of an integrated framework often results in redundant controls, delayed decision-making, and inconsistent fraud responses across divisions. Empirical findings in recent literature show that organizations employing enterprise-wide risk mapping and automated control systems demonstrate higher responsiveness to cyber threats and lower incidences of financial irregularities (Lois et al., 2021). For BUMN entities managing large-scale infrastructure and digital finance operations, ERM integration serves as the structural backbone ensuring that every risk, from financial disclosure to data privacy is systematically evaluated and mitigated.

Government regulation also plays a crucial role in shaping the risk management culture within SOEs. Regulatory support shows a significant positive effect on cyber fraud mitigation, indicating that clear regulatory frameworks and strong external oversight play a crucial role in enhancing organizational resilience against cyber risks. In the context of Indonesian SOEs, regulatory enforcement encourages compliance, strengthens internal control systems, and promotes the integration of ERM practices with digital risk governance. Indonesia's Ministry of SOEs mandates compliance with Good Corporate Governance (GCG) principles, which are directly aligned with ERM practices emphasizing transparency, accountability, and integrity. However, compliance-driven risk management without sufficient technological adaptation remains inadequate in mitigating cyber fraud. Bujaki et al. (2019); Lewis et al. (2023); Purnaningsih (2022) emphasize that SOEs often treat ERM as a reporting obligation rather than a dynamic management process, resulting in limited effectiveness. Strengthening ERM through digital tools such as risk analytics, continuous monitoring dashboards, and predictive modeling allows public enterprises to align governance requirements with data-driven decision-making, thereby improving fraud resilience.

The absence of significant moderating effects for organizational culture and regulatory support suggests that these factors may function more as foundational governance mechanisms rather than contingent variables that amplify the ERM–cyber fraud relationship. This finding suggests that contextual governance factors such as culture and regulation may function as baseline conditions rather than true moderating variables. The non-significant

moderating effect of organizational culture suggests that cultural values within the organization may not yet be effectively internalized to support the implementation of Enterprise Risk Management (ERM). Qualitative findings suggest that organizational culture in Indonesian SOEs tends to remain compliance-oriented and formalistic, which may limit its direct impact on operational fraud mitigation. This finding indicates that, although organizational culture is theoretically expected to strengthen governance mechanisms, in practice it may function more as a formal or symbolic element rather than an operational driver of risk management effectiveness.

Cyber fraud incidents often exploit weaknesses in internal communication and decision hierarchies. When different departments finance, IT, and audit operate independently, risk intelligence becomes fragmented, delaying the detection of anomalies. ERM's integrated reporting framework addresses this issue by fostering collaboration and ensuring that fraud signals are captured across all operational levels. As noted by [Sihombing et al. \(2023\)](#); [Sudirman et al. \(2021\)](#), the role of internal auditors and risk managers becomes more strategic when ERM systems support shared databases and cross-functional alerts. This structural integration enables early identification of high-risk activities, enhances the timeliness of fraud reporting, and promotes accountability among top management.

The involvement of leadership in ERM adoption is critical for ensuring its institutionalization. The moderating role of leadership commitment highlights that ERM effectiveness is highly dependent on top management involvement. This finding implies that ERM frameworks are not self-executing systems but require active oversight, resource allocation, and strategic direction from leadership to function effectively. The insignificant effect of organizational culture suggests that cultural values alone may not directly translate into effective cyber fraud mitigation. In the context of Indonesian SOEs, bureaucratic structures and formal compliance practices may limit the practical impact of culture unless supported by active leadership commitment and regulatory alignment. Research indicates that management's commitment and ethical tone significantly influence the success of cyber fraud mitigation ([Alazzabi et al., 2023](#); [Mangala & Soni, 2023](#)). In several Indonesian SOEs, ERM effectiveness is enhanced when top executives actively participate in risk review committees and establish clear fraud reporting protocols. Conversely, passive governance structures, where risk management is delegated solely to internal audit units, often fail to generate organization-wide awareness. Thus, leadership engagement serves as both a preventive mechanism and a cultural reinforcement that sustains ethical behavior and technological vigilance.

The rise of big data and artificial intelligence presents both opportunities and challenges for ERM in combating cyber fraud. The integration of advanced analytics enables continuous monitoring of transactions and anomaly detection in real time, reducing reliance on manual audits. However, the same technological sophistication increases the need for skilled risk analysts and data governance policies. Poor data interpretation can lead to false risk assessments or oversight of emerging cybercrime patterns. Scholars such as [Mustafa and Ali \(2025\)](#) argue that embedding data ethics and algorithmic transparency within ERM systems is essential to maintaining trust and accountability in digital risk management. This technological dimension reinforces ERM's role as not only a control mechanism but also an adaptive learning system within dynamic cyber environments.

Financial control in the context of ERM extends beyond mere compliance it functions as a feedback loop linking strategic objectives, risk exposure, and performance outcomes. Effective financial control ensures that resources are directed toward high-risk areas and that fraud deterrence mechanisms are continuously refined. In SOEs, where financial operations often involve public funds, the failure to establish integrated financial control may undermine public confidence and government legitimacy. [Arum et al. \(2023\)](#) notes

that state enterprises with robust ERM frameworks demonstrate higher efficiency in budget allocation, improved audit quality, and reduced exposure to cyber-related losses. Thus, financial control and ERM should be seen as complementary components of a unified governance ecosystem.

A proactive risk management culture remains the cornerstone of sustainable fraud prevention. Early warning systems, whistleblowing channels, and fraud awareness programs reinforce the behavioral dimension of ERM. As [Suhartini et al. \(2023\)](#) highlights, organizations that promote zero tolerance for fraud and provide secure reporting mechanisms experience lower recurrence of misconduct. For Indonesian SOEs, embedding such ethical infrastructures within ERM can help bridge the gap between policy formulation and practical implementation. Continuous training, stakeholder engagement, and post-incident learning processes transform ERM from a compliance tool into a dynamic governance framework capable of adapting to evolving cyber threats.

The insignificant effect of organizational culture suggests that cultural values alone may not be sufficient to directly influence cyber fraud mitigation in Indonesian SOEs. This finding may reflect the dominance of formal governance structures and bureaucratic procedures, where compliance-based mechanisms are prioritized over informal cultural influences. In such contexts, ethical norms and risk awareness may exist at the conceptual level but are not consistently translated into operational practices. This result indicates that without strong leadership enforcement and regulatory alignment, organizational culture may have limited practical impact on cyber fraud prevention.

In conclusion, the discussion underscores that integrating ERM into the governance architecture of Indonesian SOEs is both a strategic necessity and an operational imperative in the digital era. The convergence of financial control, technological innovation, and ethical governance provides a multidimensional defense against cyber fraud. Achieving this integration requires not only sophisticated digital tools but also strong leadership commitment, interdepartmental collaboration, and an ingrained culture of accountability. As the cyber landscape continues to evolve, the maturity of ERM implementation will determine the resilience and integrity of Indonesia's state-owned enterprises in safeguarding national assets and public trust.

## 5. Conclusions

This study provides empirical and qualitative evidence on the role of Enterprise Risk Management (ERM) in strengthening cyber fraud mitigation within Indonesian State-Owned Enterprises (SOEs). The findings indicate that effective ERM implementation is positively associated with enhanced organizational capabilities in identifying, preventing, and responding to cyber-related risks. The integration of ERM was also positively associated with the alignment between financial governance structures, internal control systems, and digital risk management practices, thereby reinforcing organizational resilience against emerging cyber threats.

The results further highlight that mitigating cyber fraud requires not only technological safeguards but also a comprehensive risk governance framework supported by leadership commitment, transparent accountability, and a strong risk-aware organizational culture. A strong risk-aware organizational culture may support cyber fraud mitigation, although this relationship is not statistically supported in this study. In this context, audit committees, internal auditors, and risk management units play a critical role in operationalizing ERM principles and strengthening oversight mechanisms within SOEs. The conclusion presents an inconsistency with the empirical findings of the study. While it emphasizes that a "strong risk-aware organizational culture" is critical, the quantitative results indicate that organizational culture does not have a significant moderating effect.

From a managerial perspective, the study underscores the importance of continuous monitoring and periodic risk assessments to ensure the effectiveness of ERM practices in addressing evolving cyber risks. Strengthening collaboration among financial management, risk management, and information technology functions is essential to develop an integrated organizational response to cyber fraud.

This study has several limitations that should be acknowledged. Although the dataset consists of 112 firm-year observations from 48 State-Owned Enterprises over a five-year period, the distribution of observations across firms is relatively uneven, resulting in a sparse panel structure that may affect the generalizability of the findings and limit the ability to capture firm-specific dynamics over time. In addition, the study relies on perception-based measures of Enterprise Risk Management (ERM) implementation and cyber fraud mitigation, which may not fully capture actual fraud incidents or financial losses, as responses are subject to individual interpretation. Furthermore, although the data are structured as firm-year observations, the empirical design is essentially cross-sectional, thereby limiting the ability to draw causal inferences; therefore, the findings should be interpreted as associations between governance-related perceptions and perceived cyber fraud mitigation. Future studies are encouraged to utilize more balanced panel data or longitudinal designs and to incorporate objective indicators, such as reported fraud cases or financial loss data, to provide a more robust assessment of cyber fraud mitigation.

Overall, this study contributes to the literature on financial risk governance by providing evidence on how ERM integration enhances cyber risk resilience in state-owned enterprises operating in emerging markets. Future research may extend this analysis by employing longitudinal datasets, examining sectoral variations, and exploring the role of emerging technologies, such as artificial intelligence and blockchain, in improving cyber fraud prevention and digital risk governance.

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