

DOI: 10.5281/zenodo.20613910

BIBLIOMETRIC INSIGHTS ON PUBLIC SECTOR FRAUDULENT BEHAVIORS AND GOVERNANCE REFORMS: ALIGNING MALAYSIAN RESEARCH WITH MADANI PRINCIPLES

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Received: 04/04/2026

Accepted: 20/05/2026

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ABSTRACT

Corruption and employee fraud remain persistent challenges affecting governance effectiveness, public trust, and institutional integrity in many countries, including Malaysia. In the public sector, fraudulent practices such as procurement manipulation, asset misappropriation, and abuse of authority undermine service efficiency and weaken administrative accountability. Addressing these challenges requires governance mechanisms capable not only of preventing fraud but also of strengthening institutional resilience and ethical behavior among public servants. This study investigates the evolution of scholarly research on resilient administrative governance and its role in mitigating employee fraud in the Malaysian public sector. Using a bibliometric and content analysis approach, the study examines 46 publications indexed in the Scopus database between 2010 and 2025. Bibliometric techniques were employed to identify publication trends, influential authors, contributing countries, and thematic structures, while visualization tools such as VOSviewer and Bibliomagika were used to map co-citation networks and keyword co-occurrence patterns. Complementing the bibliometric analysis, a content-based review examined how governance mechanisms – including integrity systems, internal control reforms, procurement transparency, and whistleblowing frameworks – contribute to fraud mitigation. The findings reveal a growing body of research focusing on governance integrity, transparency, and ethical leadership, particularly following the introduction of the Malaysia Madani governance framework. Key themes emerging from the literature include integrity systems, procurement governance, digital transparency, and institutional trust-building. The study also highlights the continued relevance of theoretical perspectives, such as the Fraud Triangle and Fraud Diamond, in explaining employee fraudulent behavior in public institutions. Overall, the study contributes to the governance literature by mapping the intellectual landscape of fraud mitigation research and proposing a conceptual foundation for developing a Resilient Administrative Governance Model (RAGM) aligned with the six pillars of Malaysia Madani. The findings provide valuable insights for policymakers and researchers seeking to strengthen ethical

governance and institutional resilience in the Malaysian public sector.

KEYWORDS: Fraudulent Behaviour; Administrative; Governance; Fraud Triangle; Madani Principles.

1. INTRODUCTION

Governance in public administration has become a global issue due to the recurring failures in governance, fraud, inefficiency, corruption, and weaknesses in internal control and financial management Rosli, Aziz, Mohd, and Said (2015). Public perception data further highlights the seriousness of this issue. A report by the Global Corruption Barometer (GCB) Asia 2020 indicates that public perceptions across Asian countries identify members of parliament, local government councilors, government officials, police, the president or prime minister's office, business executives, judges and magistrates, NGOs, army leaders, religious leaders, and bankers as among the most involved groups or institutions in corruption (Vrushni, 2020).

Employee fraud can be defined as intentional or deliberate misconduct or misappropriation of an organization's assets by employees, from which the organization may incur losses (Said et al., 2017). It is considered a criminal offense because it involves abuse of position or false representation for personal benefit. This indicates that employee involvement in fraud or corruption is closely related to individual behavior and organizational culture. Therefore, it is important to examine how governance mechanisms can influence employee behavior within organizations. Zahari, Said, and Muhamad (2021) state that leaders shape organizational culture by modeling behavior that influences employees' ethics and conduct.

However, the existing literature on corporate governance has paid insufficient attention to employees when studying corporate fraud, often treating firms as the primary perpetrators (Lin, Huang, Liao, Liu, & Zhou, 2022). These approaches capture only a limited dimension of fraudulent behavior. In contrast, research on white-collar crime and unethical behavior increasingly highlights the importance of individual-level factors. A meta-analysis by Pusch and Holtfreter (2021) indicates that 76 percent of predictors of white-collar crime are associated with individual factors, while 24 percent are associated with organizational factors. From a theoretical perspective, the Fraud Diamond Theory highlights four key elements—pressure, incentive, rationalization, and capability—that influence individuals to engage in fraudulent activities. Procurement fraud in the Malaysian public sector is commonly examined using the Fraud Triangle Theory (pressure, opportunity, rationalisation) and sometimes the Fraud Diamond Theory (capability) to understand and prevent employee fraud (Johari et

al., 2023).

The Fraud Triangle Theory can therefore be enhanced by incorporating a fourth element to improve both fraud prevention and detection. In addition to pressure, opportunity, and rationalization, the Fraud Diamond model emphasizes individual capability, referring to the personal traits, skills, and authority that enable individuals to exploit opportunities for fraud (Mohamed, Zakaria, Nazip, & Muhamad, 2021). Many studies now treat employee fraud not merely as a discrete act but as a manifestation of broader integrity challenges within public administration. Integrity is increasingly viewed as a multidimensional concept arising from the interaction among personal ethics, organizational culture, governance processes, and supervisory oversight. Definitional clarity regarding integrity and fraud is therefore essential for consistent reporting, monitoring, and enforcement within public institutions (Zul et al., 2024; Johari et al., 2023; Zahari et al., 2021).

Considering the issues discussed and the broader governance reform agenda in Malaysia, promoting ethical behavior among employees is essential for mitigating fraud in the public sector. Resilient administrative governance is also crucial for reinforcing ethical values, organizational behavior, integrity, and moral conduct within public institutions. Accordingly, this study examines the scholarly literature to trace the evolution of research trends in resilient administrative governance and the mitigation of employee fraudulent behavior in Malaysia's public sector. The primary objective of this bibliometric review is to address the following research questions:

RQ1: What are the publication trends, most influential authors, contributing countries, most cited journals, and intellectual structure of research concerning administrative governance, public sector fraud, and the integration of Malaysia Madani principles?

RQ2: How have administrative governance models and frameworks contributed to the mitigation of employee fraudulent behavior in the Malaysian public sector, especially in alignment with the six pillars of Malaysia Madani?

The first research question is addressed through a bibliometric analysis of relevant academic publications indexed in the Scopus database, one of the most comprehensive and widely used research databases. This analysis focuses on identifying publication trends, influential authors, contributing countries, leading journals, and methodological

approaches within the field. Additionally, VOSviewer and Bibliomagika are used to visualize keyword co-occurrence networks, author co-citation patterns, and thematic clusters in the literature.

To address the second research question, a content analysis of the identified literature examines how governance models and policy interventions influence employee behavior, integrity systems, and organizational resilience. This analysis explores the theoretical foundations, policy frameworks, and ethical governance approaches that inform anti-fraud strategies in the public sector. The review thus provides a conceptual foundation for future studies focused on developing and validating resilient administrative governance models aligned with the principles of Malaysia Madani.

The remainder of this paper is organized as follows. Section 2 presents the theoretical background on public sector governance, employee fraud, and the emergence of Malaysia Madani. Section 3 details the research methodology and bibliometric procedures. Section 4 discusses the findings and analyzes publication trends and thematic structures. Section 5 concludes by summarizing key contributions and proposing directions for future research.

2. LITERATURE REVIEW

2.1. Public Sector Governance

Public sector governance has been influenced by global trends toward managerialism and governance reform, with the Malaysian experience characterized by state steering alongside reform efforts aimed at efficiency, transparency, and accountability. This is consistent with analyses that situate Malaysia within a broader shift toward managerial public administration, while noting persistent political and institutional constraints (Zabidi *et al.*, 2022; Said *et al.*, 2016; Saleh, 2008). The literature emphasizes that reforms have often emerged in response to economic pressures and perceived governance failures, including criticisms of public sector performance and calls for improved accountability mechanisms (Said *et al.*, 2016; Saleh, 2008), Zabidi *et al.*, 2022).

The Malaysian public sector has been described as undergoing reform consistent with global trends toward managerialism and performance orientation, while retaining strong centralized steering and political influence. The literature notes a push toward efficiency, transparency, and accountability alongside enduring institutional constraints Saleh, 2008; Zabidi *et al.*, 2022; Said *et al.*, 2016). Several works emphasize that reform emerged in response to

perceived governance gaps and the need to modernize public administration in a politicized environment (Saleh, 2008; Saimy & Raji, 2015; Said *et al.*, 2016).

2.2. Employee Fraudulent Behaviors

In the construction industry, fraudulent behavior takes the form of misrepresentations, misinformation, inflated variation claims, concealed substandard works (Sohail and Cavill, 2008), and other dishonest or illegal behaviors, some of which occur in the pre-contract stage and others in the post-contract stage (Sichombo *et al.*, 2009). The negative consequences of fraud are not limited to the loss of reputation, economic sanctions, and market exclusion for related companies and individuals (Gunduz and Onder, 2013; Liu *et al.*, 2017) but also include cost overrun (Amusan *et al.*, 2018; Locatelli *et al.*, 2017), poor project quality (Abdul-Rahman *et al.*, 2014), unfair competition, and unsafe construction (Huang *et al.*, 2013), which persistently damage the sustainable development of the industry and society. Therefore, research on fraud has received widespread attention, especially the mechanisms underlying its formation.

According to social psychological theory, intention is the precursor of behavior. It is reasonable to consider intention as a substitute for a given behavior (Beck and Ajzen, 1991; Chen *et al.*, 2014; Pogarsky, 2004) because of the high correlation between them (Powpaka, 2002). For example, Hofeditz *et al.* (2017) explained fraudulent behavior through the intention to commit fraud in a particular context. High fraudulent intentions are more likely to motivate fraudulent behavior. Fraudulent behavior by employees broadly refers to intentional acts of deception or misappropriation by individuals entrusted with resources or decision-making authority, aimed at personal gain or benefiting others at the expense of the employing organization. This encompasses actions such as bribery, misappropriation of assets, false reporting, procurement fraud, and other illicit activities that distort financial statements, procurement processes, or public service delivery (Johari *et al.*, 2023; Popoola *et al.*, 2014; Sualman & Jalli, 2019; Zahari *et al.*, 2021). The literature consistently frames fraud as an intentional misconduct driven by a misalignment between personal incentives and organizational integrity (Johari *et al.*, 2023; Popoola *et al.*, 2014; Zahari *et al.*, 2021).

Fraud is a primary source of organizational losses, accounting for up to 5% of annual revenues (Omair & Alturki, 2020). Process-based fraud (PBF) is fraud

that involves a deviation from a business process's standard operating procedure (SOP). Whereas Dadzie-Dennis et al. (2018) also stated that employee fraud involves non-senior employees who engage in, but are not limited to, embezzlement, petty theft, asset misappropriation, bribery, corruption, and computer fraud. They also added that no institution or corporation is immune to employee fraud. Employee fraud can take many forms and occur at all levels of the company. Employees mainly aim for functions and departments that are highly involved with money and asset transactions of significant value, usually in the purchasing and procurement departments (Nawawi & Salin, 2018).

In different perspective, Schuchter and Levi (2016) state that the pressure and the opportunity in the fraud triangle are the important elements in terms of an institutional perspective as the factors that support the fraud behavior. According to Nugrahaa and Susantob (2018), from the perspective of the fraud triangle theory, fraud occurs when all three elements (pressure, opportunity, and rationalization) are present. However, the rationalization is the most important element in the process of committing fraud. The ability to commit this type of activity stems from the weakness of the control mechanisms that institutions and companies have in place (Sánchez-Aguayo, Urquiza-Aguiar, & Estrada-Jiménez, 2021). In such circumstances, fraudsters exploit these weaknesses to commit fraud. Although fraud is affected by environmental factors, it is essentially determined by people's cognition. Fraud can be understood as a response strategy taken by the actor to mitigate or avoid threats. Therefore, the protection motivation theory and attitude theory were used as a theoretical lens to propose an empirical model.

2.3. Emergence Of Malaysia Madani in Administrative Governance

Administrative governance is the system for implementing policy. According to Mardatillah, Irianto, and Mardiyanta (2020), it can be concluded that the perpetrators of fraud progressed from minor to moderate, and then to severe violations. Hence, it is important to strengthen employees' behaviour in dealing with and implementing the policies of government agencies. Following the Malaysian General Election, the prime minister established Malaysia Madani, a six-pillar initiative. MADANI is not only about sustainability, innovation, respect, trust, and compassion, but it also underlines philosophy, values, and integrity in terms of building good morals," said the prime minister (Bernama, July

29, 2023). "Malaysia may not be able to move forward alone, but if we collaborate and work together, we can see our strength and how we can drive growth in our respective countries collectively within the framework of Asean. Hence, in this study, administrative governance examines how the six pillars of Malaysia Madani will strengthen employee behavior in the implementation of government agency policies.

The Malaysia Madani framework, introduced under the current administration, presents a holistic governance vision built on six pillars: sustainability, wellbeing, creativity, respect, confidence, and ihsan (courtesy) (Lateh, 2024). Scholars and policy analysts have begun to examine how Madani concepts interface with the public administration system, policy design, and governance practices in Malaysia. Madani as a governance paradigm: The Madani framework is framed around six interconnected thrusts—sustainability, wellbeing, creativity, respect, confidence, and ihsan—intended to guide policy formulation and reform across sectors, with an emphasis on inclusivity and social harmony (Lateh, 2024). Analyses of Madani also emphasize that the thrusts are interdependent and should be iteratively refined via public feedback to align policy with citizen expectations (Cheang et al., 2024; Rashid et al., 2025). These characterizations are essential for understanding how Madani could inform administrative governance, particularly in planning, budgeting, and service delivery.

2.4. Sustainability

Implementing sustainability is fundamental: government agencies are the institutional point of reference closest to citizens and to economic and social organizations and are responsible for promoting a culture of sustainable development by developing a comprehensive, multi-level strategy and setting an example for community behavior. On the one hand, local governments must make their experience available, and on the other hand, they must take an active, collaborative role in spreading the culture of sustainability and implementing the policies within their agencies (De Matteis & Borgonovi, 2021). Hence, it shows that the concept of sustainability is important in developing accountable, transparent employees who can handle and implement policies.

2.5. Prosperity

The word (prosperity) means continuous development and improvement to satisfy the

needs of the worker in the community (Hussein & Ahmed, 2023). Policy implementation is a process that takes place within a given institutional setting and requires a specific organizational structure. Hence, in achieving administrative prosperity, inclusive involvement and collaboration play an important role. Policy evaluation and performance management systems are core elements of modern public management (Sager & Gofen, 2022). They both aim to inform decision-makers about the suitability of their decisions and of their organizations, and to hold public service delivery bodies accountable.

2.6. Innovation

Innovation in administration refers to “a process of creative problem solving through which relevant and affected actors work across formal institutional boundaries to develop and implement innovative solutions to urgent problems” (Sørensen and Torfing 2018, p. 394). Relatively little attention has been given to innovation in the public sector due to the distinctive characteristics of public organizations, such as high level of regulations, rigid conformity to formal rules, and the complex relationship between innovative activities and performance management (Demircioglu, 2017; Jaskyte, 2011; Salge and Vera, 2012). Based on contingency theory, we found that administrative innovation could act as an input that energizes public sector organizations (Lee, Butler, & Jeong, 2023).

2.7. Respect

Respect is an important criterion for developing sustainable behaviour in an organization. Professional respect is given and directed toward the focal employee by significant others (e.g., supervisors or colleagues) via interpersonal interactions in the workplace (Zhou, Sacramento, & Martinaityte, 2023). Less attention has been paid to the role that co-workers may play in shaping employees' experience of work meaningfulness. Even less research has been done to investigate how the influence of co-workers interacts with that of management practices to impact work meaningfulness. Work meaningfulness can improve the quality of the work environment and employee performance. According to Zhou, Sacramento, and Martinaityte (2023), HR and line managers should view professional respect as a crucial aspect of the work environment to promote meaningful work and job performance. Hence, to increase integrity in the workplace and reduce fraudulent behaviour among employees, respect should be the focus for

implementation.

2.8. Trust

Trust can reduce uncertainty in unfamiliar environments and enable many positive outcomes. The benefits of interpersonal trust as a core ingredient for effective social interactions and exchange are well recognized (Cook et al., 2005; Long & Sitkin, 2018). Despite its many benefits, the ability to inspire trust in others is often elusive (Raz, Fragale, & Levontin, 2023). Despite this increased attention, the interactive effect of an actor's power and status on observers' distrust has remained an open question. This is an important oversight because one particular distribution of power and status—high power accompanied by low status—is not only prevalent in many societal and work contexts but has been associated with more negative judgments and behavioral outcomes, including demeaning behavior, conflictual interactions, and injustice (Anicich et al., 2015; Blader & Chen, 2012; Fast et al., 2012; Fragale et al., 2011). Further, according to Raz, Fragale, and Levontin (2023), the literature on social hierarchy and interpersonal judgments, the current research explores the predictive role of a structural paradox between high power and low status in identifying the actors most likely to be distrusted and monitored for ethical misconduct.

2.9. Compassion

Compassion benefits individuals, organizations, and society. As such, people may place greater trust in those perceived as compassionate, believing they will act with both benevolence and integrity (Lupoli, Zhang, Yin, & Oveis, 2020). Compassion is defined as being emotionally motivated to alleviate the distress or suffering of others (Goetz et al., 2010). According to Lupoli, Zhang, Yin, and Oveis (2020), people have an intuition that compassionate individuals sometimes forego integrity; it seems possible that perceived compassion could, at times, decrease trust. Hence, it is important to examine how compassion can improve administrative performance and foster a positive work environment.

2.10. Research Gap

This analysis identifies and synthesizes the research gaps at the intersection of resilient administrative governance (RAG) and employee fraudulent behavior in Malaysia's public sector. Much of the literature focuses on technological resilience or the management of green organizational systems (Abdelwahed, 2025; Saleem et al., 2025; Ul-

Durar et al., 2023). Drawing on the provided references and established literature on governance, risk management, integrity, anti-fraud, and public administration reform, this review systematically maps the current state of knowledge, identifies areas of uncertainty, and highlights priority directions for future research to advance both theory and policy. Where relevant, nuanced positions across existing studies are considered to clarify conceptual ambiguities and guide the formulation of future research questions and methodological approaches.

Although resilience is increasingly invoked in governance discourse, there remains limited consensus regarding its operational definition and practical application within the Malaysian public sector. Existing studies describe resilience in terms of risk management, continuity planning, adaptive governance, and integrity safeguards; however, the empirical articulation of what constitutes a “resilient public service system” in Malaysia remains underdeveloped (Said et al., 2020; Shami et al., 2025; Liou et al., 2012). A key gap concerns whether resilience in public administration should emphasize reactive redundancy—ensuring continuity after disruption—or proactive adaptive capacity, which anticipates governance risks and reforms institutional systems before failures occur.

Furthermore, existing research commonly conceptualizes employee fraudulent behaviour as intentional misconduct—such as procurement fraud, asset misappropriation, or bribery—and frames these actions within theoretical perspectives such as the fraud triangle, fraud diamond, governance failure, and integrity systems. However, the interaction between these fraud risks and governance resilience mechanisms remains under-theorized in the Malaysian public administration literature. Limited attention has been given to how resilience-oriented governance structures—such as adaptive risk management systems, institutional learning mechanisms, and policy feedback loops—may mitigate fraud risks or strengthen organizational responses to integrity failures (Johari et al., 2023; Zahari et al., 2021; Alam et al., 2018; Johari et al., 2018).

Improving organizational resilience is increasingly recognized as essential for preventing harmful consequences for government institutions, including mismanagement, governance inefficiencies, and declining public service performance (Zahari, Azhar, Said, & Muhamad, 2025). Although governance frameworks such as the Malaysian Code on Corporate Governance (MCCG) and public sector risk-management guidelines exist,

the extent to which resilience principles—such as anticipatory planning, adaptive governance, and continuous institutional learning—are embedded within public sector policy instruments and performance management systems remains underexplored. Consequently, there is a need for systematic analysis of how resilience concepts are operationalized in governance policies, administrative procedures, and performance evaluation frameworks within public institutions.

In addition, prior studies indicate that integrity practices and management commitment vary across different service schemes, suggesting the presence of organizational culture and human resource management gaps. Governance literature consistently emphasizes that public sector organizations should be managed for the benefit of stakeholders, highlighting the importance of accountability, transparency, and stakeholder engagement in public administration (Rahman, 2023; Schillemans et al., 2024). Nevertheless, relatively little empirical research has examined how resilience-building initiatives—such as integrity training programs, values-based leadership development, and whistleblowing culture—directly influence employee behaviour and fraud risk in day-to-day public sector operations. Future research should therefore investigate whether resilience-oriented leadership and governance practices can reduce rationalization for fraudulent behaviour and strengthen the ethical climate within public organizations.

Overall, the existing literature indicates a meaningful yet underdeveloped intersection between resilient administrative governance and employee fraudulent behaviour in Malaysia’s public sector. Significant gaps remain in several areas, including the explicit theoretical integration of resilience frameworks with fraud governance theories, the availability of longitudinal empirical evidence, cross-sector and cross-level governance analyses, and the incorporation of digital governance and technological resilience into public sector integrity systems. Addressing these gaps requires a multi-method research agenda combining bibliometric mapping, quantitative causal analysis, qualitative institutional case studies, and policy evaluation approaches. Such an approach can generate actionable insights to strengthen governance systems capable not only of withstanding institutional shocks but also of preventing, detecting, and responding effectively to fraudulent behaviour while maintaining integrity, transparency, and administrative

efficiency.

3.0. RESEARCH METHODOLOGY

According to Behl *et al.* (2025), bibliometric analysis is a distinctive and increasingly recognized method for literature assessment, characterized using mathematical and statistical techniques to analyze patterns of knowledge production and intellectual influence in written sources. In recent years, the application of bibliometric techniques has expanded significantly, reflecting a growing appreciation for their value in mapping research landscapes, evaluating scholarly impact, and identifying emerging trends. The evolution of digital tools and the availability of online databases, such as Scopus, Web of Science, and Google Scholar, have further facilitated the widespread adoption of bibliometric methods across disciplines.

In the present study, a systematic bibliometric review was undertaken to examine the evolution of scholarly research on resilient administrative governance and employee fraud mitigation in the Malaysian public sector, particularly within the context of the Malaysia Madani policy framework. The review encompassed English-language publications from January 2010 to January 2025, focusing on core themes such as public sector integrity, anti-corruption frameworks, governance models, policy resilience, and administrative ethics.

The Scopus database was selected as the sole data source for three primary reasons. First, Scopus is widely regarded as one of the most authoritative and extensive citation databases in the fields of social sciences, public administration, and governance research, covering a substantial proportion of high-impact journals and conference proceedings (Ez-zahrae Mrizak *et al.*, 2026; Jing *et al.*, 2024). Second, as recommended by prior bibliometric scholars (Behl *et al.*, 2025; Jing *et al.*, 2024), using a single high-quality database minimizes inconsistencies and formatting issues that often arise when merging datasets across multiple platforms. Third, Scopus is fully

compatible with advanced bibliometric tools, including VOSviewer and Bibliomagika (Ahmi, 2024), which were utilized in this study for co-authorship analysis, keyword co-occurrence visualization, co-citation mapping, and cluster identification.

To ensure methodological transparency and replicability, the research process followed these systematic steps:

1. Identification of relevant documents using a carefully structured search string that incorporates key concepts such as Malaysia, fraud, governance, integrity, resilience, and policy models.
2. Screening and selection of documents based on predefined inclusion criteria: publication year (2010–2025), document type (articles and reviews), and language (English).
3. Extraction of bibliometric indicators, including total publications, citation counts, h-index, g-index, and citation per paper ratios.
4. Trend and pattern analysis of publication output, keyword distribution, contributing countries, authors, and journals.
5. Visualization of the bibliographic data using VOSviewer and Bibliomagika to construct thematic clusters, co-citation networks, and keyword maps. Using both tools together enables methodological triangulation, strengthening the analysis and making the results more reliable. These tools are easier to use, more reproducible, and designed specifically for bibliometric research.

This structured bibliometric approach enabled the study to generate a comprehensive overview of the intellectual landscape concerning public governance reforms and fraud mitigation strategies in Malaysia. The findings highlight influential works, prolific authors, key publication outlets, and emerging research directions, serving as a valuable foundation for future empirical research and theoretical model development, especially in line with the governance principles enshrined in Malaysia Madani (Refer Figure 1)

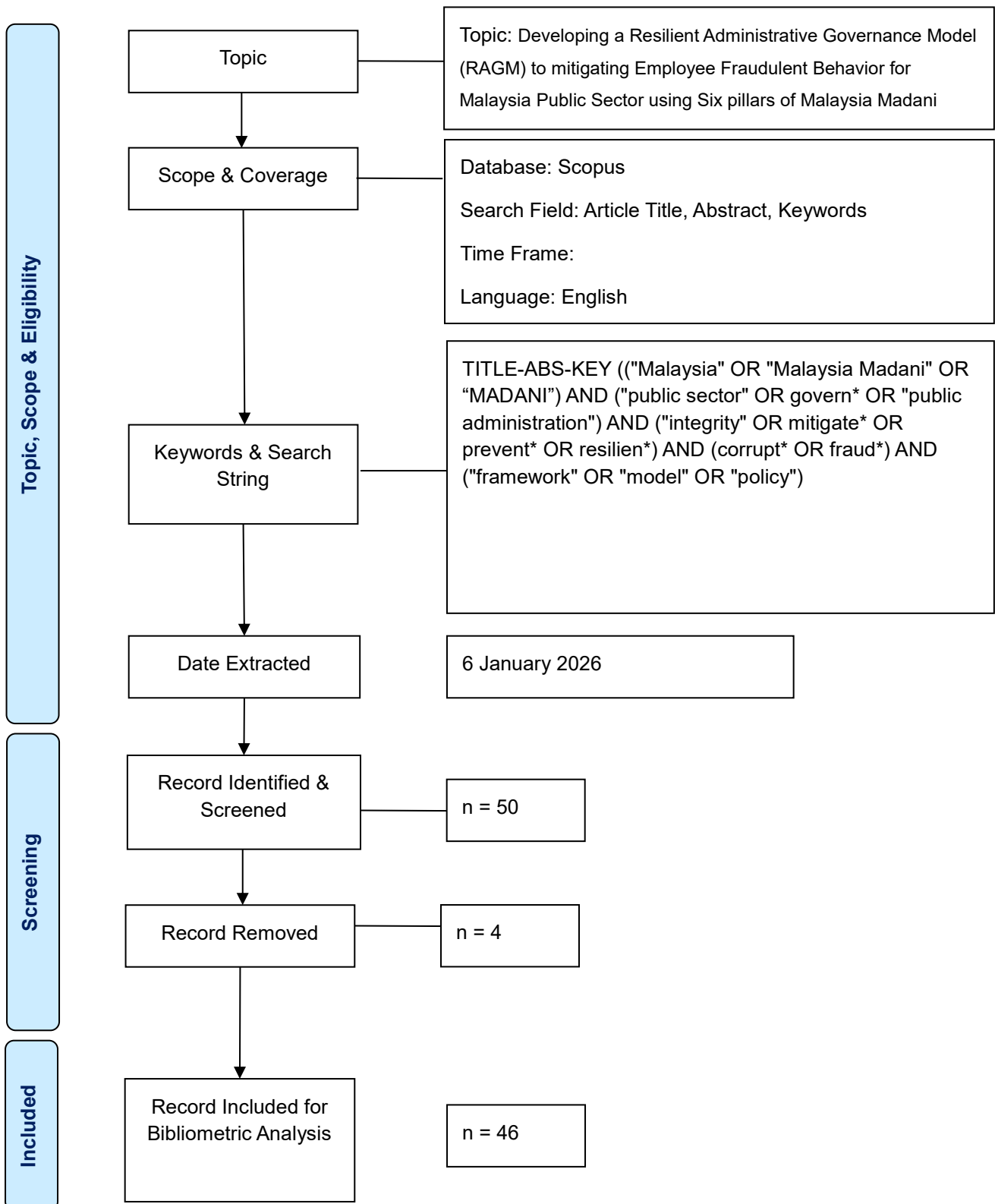


Figure 1: PRISMA.

4. RESULTS

4.1. Descriptive Analysis

Before answering the research questions, the descriptive statistics of the published articles are provided as in Table 1. The analysis of document

types retrieved from the Scopus database revealed a strong dominance of peer-reviewed journal articles, which accounted for 84.78% ($n = 39$) of the 46 records included in this study. This prevalence highlights the maturity and scholarly rigor of the research domain concerning resilient administrative governance and employee fraud mitigation in Malaysia's public sector, particularly when aligned with the Malaysia Madani framework.

In contrast, conference papers accounted for 15.22% ($n = 7$) of the total documents. Although comparatively fewer in number, these records reflect the emerging and evolving nature of the topic, often representing early-stage research, conceptual

frameworks, or preliminary findings presented in academic forums. Conference papers often serve as a testing ground before formal journal publication, indicating active scholarly engagement and knowledge sharing in this domain.

The high proportion of journal articles suggests that most contributions are empirical or theoretical studies that undergo peer review, thereby enhancing the credibility and scientific value of the findings. This also suggests that the topic is increasingly being recognized within established academic circles, with contributions expanding in scope, methodology, and theoretical grounding.

Table 1: Document Types Record and Percentage.

Document Type	Records	% of 46
Article	39	84.78%
Conference Paper	7	15.22%

4.2. Bibliometric Analysis

4.2.1. Publication Trends by Year

The analysis of publication trends from 2010 to 2025 reveals a notable evolution in scholarly interest surrounding resilient administrative governance and the mitigation of employee fraud in Malaysia's public sector. Early publications were limited, with only one document recorded in 2010. However, 2011 marked a significant rise in impact, despite only two publications; these works amassed a remarkable 104 citations, indicating the publication of seminal contributions that have strongly influenced subsequent research in the field.

After a period of relatively modest activity, publication output began to grow steadily from 2016 onward, reflecting increased scholarly engagement with governance, integrity, and anti-corruption topics. Notable peaks in output occurred in 2019 and 2020, with 6 and 5 publications, respectively. These years also exhibited strong citation performances, signaling both productivity and quality. The year 2022 continued this upward trend, with five

publications and 76 citations, indicating renewed attention to governance reforms considering evolving policy frameworks.

The most significant surge occurred in 2024, with eight publications (17.39% of the dataset), followed closely by seven publications in 2025. This sharp increase in research output corresponds with the launch and institutionalization of the Malaysia Madani policy framework in 2022. The Madani initiative, which emphasizes ethical governance, integrity, inclusivity, and sustainability, appears to have catalyzed academic interest and research activity in public sector reform and fraud mitigation.

Despite the higher volume of publications in recent years, citation counts remain relatively low, as expected given the short time frame for academic referencing. Nevertheless, the high publication volume in 2024 and 2025 highlights the field's growing momentum and relevance. Overall, the trends indicate a maturing body of literature, with earlier years producing foundational works and more recent years showing a rapid expansion likely influenced by national governance priorities under the Malaysia Madani vision.

Table 1: Publication Trends by Year.

Year	TP	%	Cumm. TP	Cumm. %	NCA	NCP	TC	C/P	C/CP	h-index	g-index
2010	1	2.17%	1	2.17%	2	1	30	30.00	30.00	1	1
2011	2	4.35%	3	6.52%	6	1	104	52.00	104.00	2	2
2015	1	2.17%	4	8.70%	2	0	9	9.00	10.25	1	1
2016	2	4.35%	6	13.04%	6	2	54	27.00	27.00	2	2
2017	3	6.52%	9	19.57%	8	2	58	19.33	29.00	3	3
2018	1	2.17%	10	21.74%	3	0	8	8.00	4.0	1	1
2019	6	13.04%	16	34.78%	24	4	66	11.00	16.50	2	6
2020	5	10.87%	21	45.65%	14	3	42	8.40	14.00	4	5

2021	3	6.52%	24	52.17%	12	2	56	18.67	28.00	2	3
2022	5	10.87%	29	63.04%	18	5	76	15.20	15.20	3	5
2023	2	4.35%	31	67.39%	6	2	5	2.50	2.50	1	2
2024	8	17.39%	39	84.78%	34	6	8	1.00	1.33	2	2
2025	7	15.22%	46	100.00%	27	7	6	0.86	0.86	1	2
Grand Total	46	100.00%			162	35	522	11.35	14.91	25	35

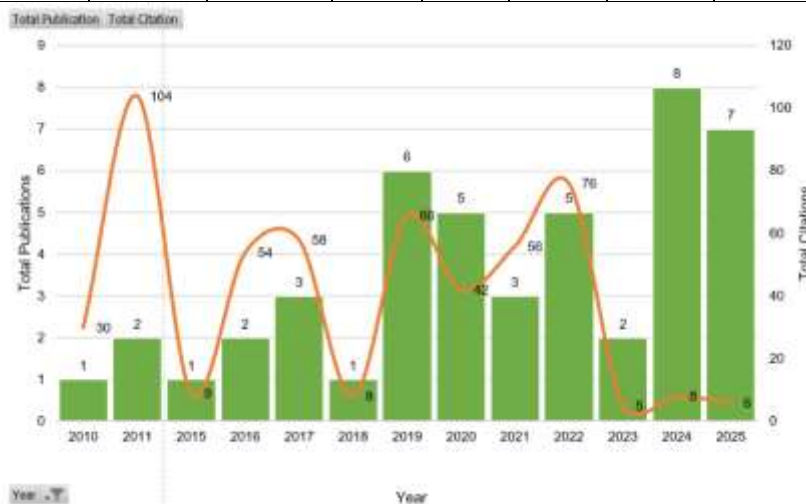


Figure 2: Publication Trends by Year.

4.3. Publication By Source

The analysis of publication sources (Refer Table 2) provides insight into the academic outlets that have contributed to the discourse on resilient administrative governance and the mitigation of employee fraud within the Malaysian public sector. The Journal of Sustainability Science and Management emerged as the most productive source, contributing four publications and receiving 20 total citations, with a citation-per-paper (C/P) value of 5.00. This indicates a consistent interest in linking governance themes with sustainability and ethical management practices.

The Journal of Financial Crime followed with two publications and a relatively high impact, achieving 16 citations, an average of 8 citations per paper, reflecting its alignment with the subject of fraud prevention and governance. Interestingly, the International Journal of Public Sector Management published only one article, yet it garnered the highest citation count (91) among all sources, suggesting the presence of a seminal or highly influential study within this outlet. Similarly, the International Journal of Construction Management demonstrated a strong

impact, with a single publication accruing 45 citations, indicating relevance to governance frameworks in infrastructure or public procurement contexts.

Other notable sources include the Asia-Pacific Journal of Business Administration and Sustainability (Switzerland), both of which publish one article each with 19 and 13 citations, respectively. These journals contributed to bridging the discussion between administrative leadership, ethical conduct, and sustainable policy frameworks. On the other hand, several journals, such as the Journal of Governance and Regulation and Lecture Notes in Networks and Systems, published articles with no recorded citations, suggesting lower visibility or newer contributions within the field. Overall, the distribution of publication sources reflects a diverse, interdisciplinary landscape encompassing public management, financial crime, sustainability, and regulatory governance. High-impact journals have played a crucial role in shaping scholarly understanding, especially where themes of integrity, anti-fraud policy, and ethical public service delivery intersect with national governance priorities like Malaysia Madani.

Table 2: Publication By Sources.

Source Title	TP	NCA	NCP	TC	C/P	C/CP	<i>h</i>	<i>g</i>	<i>m</i>
Journal of Sustainability Science and Management	4	10	2	20	5.00	10.00	3	4	0.300
Journal of Financial Crime	2	8	2	16	8.00	8.00	2	2	0.250

Journal of Governance and Regulation	1	3	1	0	0.00	0.00	0	0	0.000
Asia-Pacific Journal of Business Administration	1	4	1	19	19.00	19.00	1	1	0.100
Journal of the Australasian Tax Teachers Association	1	3	0	3	3.00	0.00	1	1	0.143
Lecture Notes in Networks and Systems	1	4	1	0	0.00	0.00	0	0	0.000
International Journal of Public Sector Management	1	5	1	91	91.00	91.00	1	1	0.063
Edelweiss Applied Science and Technology	1	5	1	2	2.00	2.00	1	1	0.333
International Journal of Construction Management	1	3	1	45	45.00	45.00	1	1	0.167
Sustainability (Switzerland)	1	5	1	13	13.00	13.00	1	1	0.200

4.4. Publication By Country

As shown in Table 3, the distribution of publications by country underscores a strong geographical concentration of research on resilient administrative governance and fraud mitigation in the public sector, with a dominant focus on Malaysia. Out of the 46 analyzed documents, 40 publications (86.96%) originated from Malaysian-affiliated institutions, clearly reflecting the national relevance of the topic and its alignment with Malaysia's ongoing public sector reforms, particularly under the Malaysia Madani framework. This local concentration highlights a robust domestic academic engagement with governance challenges, integrity systems, and anti-fraud strategies.

Beyond Malaysia, a smaller yet notable contribution comes from Indonesia, with 4 publications (8.70%), indicating a degree of regional scholarly interest in governance issues, potentially due to shared public administration challenges across Southeast Asia. Other countries with minor

contributions include Australia and Nigeria (2 publications each), followed by a diverse set of contributors, including Brunei Darussalam, New Zealand, Pakistan, Saudi Arabia, Ukraine, the United Arab Emirates, and the United Kingdom, each accounting for 1 publication (2.17%).

This distribution reflects growing international collaboration and comparative inquiry, though it remains predominantly Malaysia-centric. The presence of authors from countries outside of Asia, such as Nigeria, the UK, and Ukraine, suggests that global governance and public integrity scholars are beginning to take an interest in the Malaysian case, potentially as a model for localized governance innovations like Madani. The data also support the idea that while the discourse is emerging globally, the academic leadership and empirical grounding of the field remain largely rooted in Malaysia, offering significant opportunities for cross-national collaboration and theoretical expansion in future studies.

Table 3: Publication By Country.

Country	Continent	TP	%
Malaysia	Asia	40	86.96%
Indonesia	Asia	4	8.70%
Australia	Oceania	2	4.35%
Nigeria	Africa	2	4.35%
Brunei Darussalam	Asia	1	2.17%
New Zealand	Oceania	1	2.17%
Pakistan	Asia	1	2.17%
Saudi Arabia	Asia	1	2.17%
Ukraine	Europe	1	2.17%
Undefined	#N/A	1	2.17%
United Arab Emirates	Asia	1	2.17%
United Kingdom	Europe	1	2.17%
Uzbekistan	Asia	1	2.17%

4.5. Co-Citation Analysis of Authors

The co-citation analysis shown in Table 4, which

is a foundational technique in bibliometric research, was employed to identify the intellectual structure and most influential contributors in the field of

resilient administrative governance and fraud mitigation within the Malaysian public sector. This technique identifies pairs of publications frequently cited together in other scholarly works, highlighting key thematic and conceptual linkages within the literature.

Based on the analysis of author productivity, J. Said emerged as the most prolific contributor, accounting for three publications (6.52%) of the total dataset. His recurrent presence underscores a sustained engagement with themes such as governance, integrity systems, and anti-corruption measures, areas closely aligned with the Malaysia Madani vision. Following closely are a group of authors with two publications each (4.35%), including A.R. Abdul-Aziz, M.M. Alam, A. Ebekozen, E.K. Ghani, M. Jaafar, C. Joseph, N. Madi, M. Rahmat, and A.S.A.P. Salin.

This balanced distribution suggests a moderate but collaborative research community, with no overwhelming dominance by a single scholar. Many of these authors are known for interdisciplinary contributions that span public sector ethics, integrity frameworks, housing policy, financial accountability, and governance reform, reinforcing the multidimensional nature of the topic.

The co-citation network further indicates that these authors' works are frequently cited together, suggesting strong thematic coherence and intellectual cross-pollination. Such interlinkages are critical for building a robust theoretical foundation for emerging governance models, such as the Resilient Administrative Governance Model (RAM), especially when contextualized within a policy-driven framework such as Malaysia Madani.

Table 4: Publication By Author (Top 10 Most Productive).

Author name	TP	%
Said, J.	3	6.52%
Abdul-Aziz, A.R.	2	4.35%
Alam, M.M.	2	4.35%
Ebekozen, A.	2	4.35%
Ghani, E.K.	2	4.35%
Jaafar, M.	2	4.35%
Joseph, C.	2	4.35%
Madi, N.	2	4.35%
Rahmat, M.	2	4.35%
Salin, A.S.A.P.	2	4.35%

4.6. Most Frequently Occurring Words.

The keyword co-occurrence analysis reveals critical insights into the dominant themes and conceptual focus of research on resilient administrative governance and employee fraud mitigation within Malaysia’s public sector. As expected, “Malaysia” emerged as the most frequently occurring keyword, appearing in 12 documents and accumulating the highest citation count of 300. This confirms the national context of the literature and the specificity of governance reform discourse to the Malaysian administrative landscape, particularly considering the Malaysia Madani framework.

The term “fraud” appeared in 11 documents, totaling 68 citations, underscoring its centrality as a core concern in the public sector. Closely associated is the keyword “corruption”, found in 7 documents and cited 21 times, further underscoring how studies

in this domain often address both fraud and corruption as interrelated governance challenges.

The keyword “integrity”, which aligns closely with several pillars of the Madani vision, appeared in 7 documents, generating 57 citations and showing moderate link strength. Its prominence suggests a growing academic and policy-oriented interest in embedding ethical frameworks and integrity systems into public administration reform efforts.

The co-occurrence and link-strength values reveal clear thematic clusters in which integrity, fraud, and corruption are consistently studied together in the Malaysian context, underscoring a governance-driven research agenda. These keywords not only guide the intellectual mapping of the field but also reflect the policy-research convergence that has intensified in recent years, especially after the national articulation of Madani principles in governance and administrative resilience (Refer to Table 5)

Table 5: Trending Keyword Analysis.

Keywords	Links	Total link strength	Documents	Citations
Malaysia	2	6	12	300

Fraud	2	6	11	68
Corruption	1	2	7	21
Integrity	3	4	7	57

4.7. Distribution Of Papers by Publication Titles

The distribution of publications across academic journals reflects both the thematic diversity and the disciplinary reach of research in administrative governance and fraud mitigation in Malaysia's public sector. The Journal of Sustainability Science and Management was the most active outlet, contributing 4 articles that collectively received 20 citations. With an h-index of 3 and a g-index of 4, the journal demonstrates a moderate but sustained influence in connecting sustainability with ethical governance, an alignment that fits well with the holistic values of the Malaysia Madani framework.

The Journal of Financial Crime followed with two publications and 16 citations, yielding a strong citation-per-paper (C/P) value of 8.00. This high impact suggests the journal's relevance in hosting scholarly debates around fraud, corruption, and regulatory practices, making it a valuable platform for studies addressing systemic vulnerabilities in public administration.

While several journals contributed single publications, the International Journal of Public Sector Management stands out for impact. Despite publishing only one article, it achieved a significant 91 citations, indicating a seminal work that has heavily influenced subsequent studies. Likewise, the

Asia-Pacific Journal of Business Administration and the International Journal of Construction Management (listed in earlier data) recorded strong citation performance for single articles, showing the wide applicability of governance and fraud-related research across multiple domains.

Other contributing sources include specialized journals like the Journal of the Australasian Tax Teachers Association and Lecture Notes in Networks and Systems, though these received fewer or no citations, possibly due to niche readerships or recent publication dates. Notably, the inclusion of journals such as Edelweiss Applied Science and Technology demonstrates that governance-related themes are extending into applied science domains, suggesting growing interdisciplinary interest.

In sum, as shown in Table 6, the analysis reveals that while some journals serve as high-frequency publication venues, others exert disproportionate impact through highly cited individual contributions. This dual dynamic indicates that the field is both thematically concentrated and intellectually dispersed, engaging audiences in public management, sustainability, crime prevention, and regulatory reform. These findings emphasize the evolving scholarly ecosystem supporting Malaysia's efforts to promote ethical, transparent, and resilient governance under the Madani agenda.

Table 6: Distribution Of Papers by Publication Titles.

Source Title	TP	NCA	NCP	TC	C/P	C/CP	h	g	m
Journal of Sustainability Science and Management	4	10	2	20	5.00	10.00	3	4	0.300
Journal of Financial Crime	2	8	2	16	8.00	8.00	2	2	0.250
Journal of Governance and Regulation	1	3	1	0	0.00	0.00	0	0	0.000
Asia-Pacific Journal of Business Administration	1	4	1	19	19.00	19.00	1	1	0.100
Journal of the Australasian Tax Teachers Association	1	3	0	3	3.00	0.00	1	1	0.143
Lecture Notes in Networks and Systems	1	4	1	0	0.00	0.00	0	0	0.000
International Journal of Public Sector Management	1	5	1	91	91.00	91.00	1	1	0.063
Edelweiss Applied Science and Technology	1	5	1	2	2.00	2.00	1	1	0.333

4.8. Most Cited Article

The analysis of the top 10 most cited articles in the dataset reveals the intellectual pillars of research on public sector governance, fraud prevention, and

institutional integrity – key themes that closely align with the objectives of Malaysia's Madani governance framework. Leading the list is the study by Hui *et al.* (2011) titled "Procurement issues in Malaysia",

published in the International Journal of Public Sector Management, with an impressive 91 total citations and a citation-per-year (C/Y) rate of 5.69. This article likely gained traction for its early and in-depth examination of systemic procurement weaknesses in the Malaysian public sector, making it a foundational reference in governance literature.

Closely following is the article by Dada et al. (2022) on the financial development-ecological footprint nexus in Malaysia, with 54 citations and a notably high C/Y of 10.80, reflecting both its recency and relevance. Its interdisciplinary approach, linking institutional strength with environmental sustainability, demonstrates how broader governance frameworks influence not only administrative integrity but also sustainable development.

The third-most-cited article, authored by Joseph et al. (2019) and published in the Journal of Cleaner Production, explores the implementation of online integrity frameworks by Malaysian and Indonesian local authorities. With 46 citations, this study effectively connects local governance practices with global agendas, such as the Sustainable Development Goals (SDGs), reinforcing transparency and digital ethics.

Other notable contributions include Ebekoziem et al. (2021) with 45 citations on low-cost housing and social policy struggles in Nigeria and Said et al.

(2016) with 36 citations examining the empirical relationship between governance quality and integrity systems in Malaysia, an especially relevant work for Madani's emphasis on accountability and trust.

The presence of classic conceptual work, such as Haji Omar & Din (2010) on the Fraud Diamond Risk Indicator, with 30 citations, highlights enduring interest in fraud risk modeling in Malaysian public-sector contexts. Similarly, works by Rahim et al. (2017) and said et al. (2017) investigate internal control failures and whistleblowing, respectively, both critical tools in the fight against internal fraud and misconduct

Closing the list is Habibullah et al. (2016), with 18 citations, which emphasizes the broader societal impact of good governance through crime rate analysis. These highly cited works demonstrate a balanced focus across empirical, conceptual, and policy-oriented approaches to governance, indicating a mature, thematically diverse field.

Collectively, as shown in Table 10 below, these top-cited articles underscore the multifaceted nature of governance challenges in Malaysia and the region, while offering a rich theoretical and practical foundation for the continued development and implementation of frameworks such as the Resilient Administrative Governance Model (RAGM) within the Malaysia Madani vision.

Table: Top 10 Most Cited Articles.

No.	Author	Title	Source Title	TC	C/Y
1	Shu Hui, W.; Othman, R.; Haji Omar, N.; Abdul Rahman, R.A.; Haron, N.H. (2011)	Procurement issues in Malaysia	International Journal of Public Sector Management	91	5.69
2	Dada, J.T.; Adeiza, A.; Ismail, N.A.; Arnaut, M. (2022)	Financial development-ecological footprint nexus in Malaysia: the role of institutions	Management of Environmental Quality	54	10.80
3	Joseph, C.; Gunawan, J.; Madi, N.; Janggu, T.; Rahmat, M.; Mohamed, N. (2019)	Realising sustainable development goals via online integrity framework disclosure: Evidence from Malaysian and Indonesian local authorities	Journal of Cleaner Production	46	5.75
4	Ebekoziem, A.; Abdul-Aziz, A.-R.; Jaafar, M. (2021)	Low-cost housing policies and squatters' struggles in Nigeria: the Nigerian perspective on possible solutions	International Journal of Construction Management	45	7.50
5	Said, J.; Alam, M.M.; Khalid, M.A. (2016)	Relationship between good governance and integrity system: Empirical study on the public sector of Malaysia	Humanomics	36	3.27
6	Rahim, S.A.A.; Nawawi, A.; Salin, A.S.A.P. (2017)	Internal control weaknesses in a cooperative body: Malaysian experience	International Journal of Management Practice	35	3.50
7	Haji Omar, N.; Mohamad Din, H.F. (2010)	Fraud diamond risk indicator: An assessment of its importance and usage	2010 International Conference on Science and Social Research (CSSR 2010)	30	1.76
8	Ebekoziem, A.; Abdul-Aziz, A.-R.; Jaafar, M. (2020)	Unravelling the encumbrances in the low-cost housing computerised open registration system in Malaysia's major cities	Property Management	19	2.71
9	Said, J.; Alam, M.M.; Mohamed, D.I.B.; Rafidi, M. (2017)	Does job satisfaction, fair treatment, and cooperativeness influence the whistleblowing practice in Malaysian Government linked companies?	Asia-Pacific Journal of Business Administration	19	1.90

10	Habibullah, M.S.; Haji Din, B.H.; Baharom, B.A. (2016)	Good governance and crime rates in Malaysia	International Journal of Social Economics	18	1.64
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4.9. Content Analysis

A content-based review of the top-cited literature reveals that administrative governance models have addressed employee fraud in the Malaysian public sector through multiple mechanisms, most notably via reforms in integrity systems, procurement transparency, whistleblowing mechanisms, and institutional trust-building. These contributions can be mapped thematically to the six Malaysia Madani pillars, indicating an evolving convergence between academic frameworks and national policy aspirations.

Several studies emphasized the central role of integrity frameworks and ethical governance systems as mediating mechanisms in reducing misconduct. For instance, Said et al. (2016) demonstrated that public institutions with a clearly defined integrity system experienced significantly lower incidences of internal fraud. Their findings confirm that cultivating an ethical administrative culture, anchored in clear values, transparent rules, and proactive leadership, has a positive effect on employee conduct. This aligns directly with the Trust and Respect pillars of Malaysia Madani.

Similarly, Rahim et al. (2017) explored how weaknesses in internal controls within Malaysian cooperatives led to exploitative employee behaviors, such as document falsification and misappropriation. The authors proposed enhancements to audit trails, reporting mechanisms, and role clarity, reflecting governance practices that resonate with the Sustainability and Innovation pillars, which emphasize structural resilience and adaptive learning.

Another significant contribution is by Shu Hui et al. (2011), who studied procurement irregularities in Malaysian public agencies. The paper revealed how weak oversight and conflicts of interest can lead to large-scale fraud. The authors proposed governance

interventions, such as procurement transparency, policy standardization, and open bidding systems, that support the Prosperity and Trust dimensions of Madani by ensuring efficient and just resource allocation.

Whistleblowing mechanisms were also highlighted as instrumental frameworks in promoting internal accountability. Said et al. (2017) showed that employee trust in organizational justice, fair treatment, and job satisfaction were strong predictors of their willingness to report fraudulent activities. This finding underscores the need for Compassionate leadership and a respectful workplace culture that fosters the moral courage required for whistleblowing, aligned with Madani's Respect and Compassion values.

From a digital governance perspective, Joseph et al. (2019) explored how online integrity disclosures by local governments in Malaysia and Indonesia enhanced transparency and stakeholder trust. The study confirmed that digital frameworks for ethics and reporting, such as online dashboards and e-procurement platforms, not only improve public scrutiny but also deter internal fraud. This transformation strongly supports the Innovation pillar of Madani, integrating technology into anti-fraud infrastructure.

Finally, Haji Omar & Din (2010) introduced the Fraud Diamond Model, which adds "capability" as a critical dimension influencing fraud, beyond pressure, opportunity, and rationalization. The framework has been referenced in later studies to design employee training programs, improve internal risk assessments, and evaluate vulnerabilities in public agencies, particularly in high-risk domains such as procurement and finance. This approach underpins Sustainability, as it focuses on developing long-term systemic competence to resist fraud.

Table 10: Summary.

Governance Mechanism	Key Authors	Effect on Fraud Mitigation	Aligned Madani Pillars
Integrity System Implementation	Said et al. (2016)	Enhances ethical conduct and trust in leadership	Trust, Respect
Internal Control Reform	Rahim et al. (2017)	Prevents misappropriation and promotes role accountability	Sustainability, Innovation
Procurement Policy Standardization	Shu Hui et al. (2011)	Prevents procurement fraud through transparency	Prosperity, Trust
Whistleblower Encouragement	Said et al. (2017)	Empowers employees to report unethical behaviour	Respect, Compassion
Digital Ethics & Integrity Frameworks	Joseph et al. (2019)	Promotes transparency and deters misconduct	Innovation, Trust
Fraud Risk Modeling (Fraud Diamond)	Omar and Din (2010)	Identifies capability-based vulnerabilities	Sustainability, Prosperity

Research shows that administrative governance tools like integrity systems, transparent procurement, whistleblowing, and digital governance help reduce employee fraud in Malaysia's public sector, especially when they align with the Malaysia Madani framework. However, there is still a lack of integrated governance models that bring together ethical, structural, and technological aspects, and few studies have measured how the Malaysia Madani pillars translate into real governance outcomes. The use of new technologies, such as artificial intelligence and data analytics, to prevent fraud is also poorly studied, especially in the public sectors of developing countries. On top of that, more attention is needed on individual behaviors, such as employee capability from the Fraud Diamond Model, and how these relate to workplace culture and leadership. Hence, the integration of Malaysia Madani framework in administrative governance is an important agenda for the public sector.

5. CONCLUSION

This bibliometric and content-based review offers a comprehensive synthesis of the scholarly landscape surrounding resilient administrative governance and the mitigation of employee fraudulent behavior within Malaysia's public sector, particularly in alignment with the national Malaysia Madani vision. By examining 46 relevant publications indexed in the Scopus database between 2010 and 2025, the study identifies critical trends in publication output, influential authors, top-performing journals, and dominant thematic areas, including ethics, integrity, internal control, and anti-corruption strategies.

The analysis reveals a significant increase in academic interest following the institutional launch of Malaysia Madani in 2022, suggesting a strong convergence between national policy directions and academic inquiry. Malaysian institutions have been at the forefront of this research, with significant contributions from scholars such as Said, Joseph, Hui, and Rahim, whose work has deeply influenced discourse on procurement ethics, internal control systems, and whistleblowing mechanisms.

In addressing Research Question 1 (RQ1), the bibliometric analysis confirms that the intellectual structure of this domain is shaped by interdisciplinary perspectives, with core attention on the public sector's vulnerability to fraud and the structural reforms required to build governance resilience. Themes such as procurement integrity, digital transparency, and institutional trust-building have emerged as central pillars of contemporary

research.

In response to Research Question 2 (RQ2), the content analysis demonstrates that governance frameworks, ranging from internal audit systems to digital ethics platforms, have made measurable contributions to curbing fraudulent behavior, especially when aligned with the six pillars of Malaysia Madani: Sustainability, Prosperity, Innovation, Respect, Trust, and Compassion. These frameworks not only reduce misconduct but foster ethical public service cultures that can adapt to modern administrative challenges.

This review offers several meaningful contributions. Theoretically, it organizes fragmented research into a coherent framework that aligns academic models with national governance ideals. Empirically, it maps a decade of governance scholarship, offering researchers and policymakers a clear view of the field's intellectual developments. Methodologically, it demonstrates a rigorous, replicable approach to conducting bibliometric research using tools such as VOSviewer and Bibliomagika. Most importantly, it supports Malaysia's policy vision by reinforcing how governance resilience can be developed through ethical leadership, accountability systems, and technology-enabled transparency, laying the conceptual groundwork for a Resilient Administrative Governance Model (RAGM).

Looking ahead, several avenues remain for future research. Empirical validation of the proposed RAGM framework in real-world public-sector settings is critical to assess its practical application and impact. Additionally, sectoral studies comparing governance practices across ministries, agencies, and local authorities would yield deeper insights into implementation gaps. Cross-national comparisons, particularly with countries facing similar public-sector challenges, could also broaden understanding of governance maturity in developing contexts. Moreover, longitudinal studies assessing the long-term impact of Madani-aligned reforms and research exploring the integration of emerging technologies such as AI and blockchain into public governance systems would further enrich the field.

In conclusion, this study contributes to both academic scholarship and national policy by illuminating how administrative governance can be leveraged to reduce employee fraud while fostering ethical, resilient, and people-centric public institutions. Aligned with Malaysia Madani's values, it lays a foundation for future inquiry and practical reform, ultimately supporting the nation's aspiration toward transparent and sustainable governance.

Acknowledgement: The researchers extend their gratitude for the funding provided by the Ministry of Higher Education (KPT) through the Fundamental Research Grant Scheme-Early Career (FRGS-EC) - FRGS-EC/1/2024/SS02/UITM/02/17 and Universiti Teknologi MARA (UiTM) - 600-RMC/FRGS-EC 5/3 (134/2024)

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