

ORGANIZATIONAL AND MANAGERIAL FACTORS AFFECTING CORRUPTION OF ADMINISTRATIVE – FINANCIAL IN GOVERNMENT ORGANIZATIONS

**Nasim Parsamehr¹, Parisa Ramzanpour², Nosrat Nasiri³, Maryam Zarabi⁴, Narges Shad
Afrough⁵, Somayeh Mohammad Alizadeh⁶, Sareh Hozni⁷**

*^{1,2,3,4,5,6,7} M.A. Student of Business Management, Rasht Branch, Islamic Azad University, Rasht,
Iran*

Abstract

Administrative- financial corruption defined by International transparency organization includes activities of staff and government officials that first hurt the public benefits and secondly, its purpose is bringing benefit to the agent or another person. Many studies have been done on factors influencing corruption and various theories by researchers. Although many of them has explain aspects of sociological, psychological, legal, social, political and economic issues, but studies on inter-organizational factors influencing administrative-financial corruption are limited. Regarding the objectives and research topic, the present study is applied research. The objective of this study is to offer proper strategies to reduce corruption in government agencies. It is concluded that the prevention of violations of organizational infrastructure and introduction of building a healthy organizational environment. Different factors affect having a healthy organizational environment that one of the important factors is human and management factors, because organization men are form and axis of organization health. Therefore, if organization men are grown healthy, building a healthy environment will be done faster and can be a continuous process.

Keywords: Corruption, Organizational and Managerial Factors, Government Organizations

1. INTRODUCTION

Taking Steps in the field of management and organizational factors influencing administrative – financial corruption and opening a new valve for organizations to understand applicability and effective factors and preventing administrative - financial corruption and relationships within the organization and their impression and the effect by modeling the relationship has been raised as the main concern that obtain necessary strategies for preventing or combating administrative - financial corruption in government organizations by understanding effective factors and preventing corruption.

2. STATEMENT OF PROBLEM

Studies show that there are numerous studies done by researchers on factors influencing corruption and various theories have been proposed. But many of them explain sociological, psychological, legal, social, political and economic aspects of issue and limited studies on inter-organizational factors influencing corruption of administrative – financial compared to others (Boroumand ,2003).Therefore, for the applicability of the research to study of inter-organizational factors influencing the development of administrative - financial corruption and production of new or improved methods, many of these studies should be collected, and then classified by the use of statistical techniques for defining a comprehensive model in

organization that includes the organizational, managerial and organizational factors. In this section, definitions and dimensions of corruption are discussed and are investigated numerous examples and consequences of corruption by expressing many attitudes and opinions disagreement exists among scholars that originated from their view towards corruption, and its consequences as the main concern of this study is mentioned.

1-1) to clarify the concept and definition of corruption and their dimensions in terms of researchers' views

Corruption is a global phenomenon that has existed since long ago, with the emergence of early forms of government and in contemporary era, there is virtually in all countries. Globally, corruption is considered as serious problem in damage or harm to public policy (Transparency International Organization, 2005). Significant in subset of corruption in general mean, corruption in the administrative system, was gripped all countries and many actions have been done to prevent or deal with it. However, despite a long history in this field, it still causes corruption - financial solutions to prevent or deal with it has not been systematically. Although many interdisciplinary research about the causes and solutions done, but until the 1980s, studies related to administrative corruption - limited to areas of finance, economics, sociology, social psychology, criminology, political science and ethics. For example, with the rise of studies arose various approaches to the definition administrative - financial corruption since 1990s and determined that there is no concept of a worldly and united about the definition of and effective factors in incidence of administrative - financial corruption (Rafiepour, 2007). Figured prominently in this research is to achieve some common aspects in the definition of administrative - financial corruption, effective factors in incidence of it that some of them included:

1. Violations (violation from norms) 2. Abuse of Power 3. Concealment

3. RESEARCH OBJECTIVES

3.1. Main objective

1- to clarify the four factor (1 - politically, 2 - economically, 3 – social and cultural, 4 - administrative (management and organization)) in the incidence of administrative - financial corruption at the macro level of community.

3.2. Subsidiary Objectives

1- To determine the impact of management and organizational factors on the incidence of administrative - financial corruption

2- To determine the deterrence of improving management and organizational factors from incidence of administrative - financial corruption in government organizations

Main objective 2 – to provide effective management strategies for preventing or deal with administrative- financial corruption in government organizations

4. Literature review

Part I: Definitions and examples of administrative - financial corruption

Definition of administrative- financial corruption

There are a number of definitions for administrative-financial corruption that each of them has its own strengths and weaknesses. Mutual issue of these definitions is that client's rights are trampled upon or given to others unjustly in corrupt office (Soltani, 1999). It is inferred from these definitions that first, administrative - financial corruption is relative and related to the value system of any society because while the specific function in a society is considered corrupt; is possible that be considered normal and natural in others society completely. Secondly, administrative - financial corruption considered more in government and in public

sector is more developed. Other features of this definition are that some of them will be examined in this section: 1- Most of the researchers and international organizations, especially World Bank (2000), Klitgaard, et al (2000), Pepys (2005), Park (2003), Van Klaveren (1989), Heidenheimer (1989), Lambsdorff (1999), Transparency International Organization (2003), Johnston (1997), Nye(1989), Lange (2008) considered administrative -financial corruption in simplest and most definition, "the abuse of public power for private benefit". In other words, in this definition, the private sector is not considered (Tanzi, 2002, p24).

2- Some researchers and international organizations like the United Nations Development Programme (1998) and Multidisciplinary Group on Corruption (GMC) of Council of Europe used the word "administrative - financial corruption" as a synonym "bribery" to include any form of bribery. In other words, all other instances administrative - financial corruption is ignored in this definition.

3- Some scholars and international organizations, such as Atlas (1987), Nations Development Programme (1998) defined administrative - financial corruption as Nepotism, protect and defend themselves or their relatives and others (Hamdami Khotbeh Sara, 1995).

Carefully defined available at item 3 above, is observed that like what Tanzi (1995) has emphasized, three motives 1 - direct personal benefit, 2 - receiving bribes in cash or non-cash from a third party - to help friends and relatives is considered as the most essential elements of the definition administrative - financial corruption phenomena (Atafar,2004).

4 - Some scientists and organizations such as Hope (2000), Wolfensohn (2000), Commission on Africa (2005), Anand, Jashi & Ashforth (2005), Windsor (2004), Banfield (1975) defined administrative - financial corruption from moral and social dimensions and has been considered it as a disease of cross-cultural or reflects ethical failure or separation of accepted social norms or socially undesirable deviation that Illegal access to private interests is emphasized. While it is possible due to normalization administrative - financial corruption, some applicability of administrative - financial corruption consider among social norms accepted (Mohammadpanah,2007).

5- Some organizations and scholars such as Independent Commission against Corruption (1998) & Maria (2008) know administrative - financial corruption as administrative procedures deformed and in the form of non-honest by officials. While official - financial corruption is not necessarily involving dishonesty, but in most cases, is targeted to doing that law is prohibits it (Zahedi, 1996).

6- Some scholars such as Alpaslan & et al (2008) know administrative - financial corruption as result monopolization and abuse of power to make decisions without having the responsibility to do it.

Abuse includes applying non-ethical standards and illegal. These definitions, synonyms, shows that administrative - financial corruption includes deviations from ethical values and usually questions create about ethics and values of individual, group or organization that involving on administrative - financial corruption (Fath Abadi, 2004).

Administrative violations

Administrative violations include staff of organization in different classes of work and responsibility, does not comply laws and regulations, workflows, and work norms and rules of the site as a whole or in part, intentional or unintentional, so that is damaged in providing services of organization and credibility and integrity of its social (soltani,1999). Administrative offenses are different with administrative - financial corruption in some ways. Administrative - financial corruption in administrative system is the case that create by repeated and continuous violations of employees and it prevent from efficiency and effectiveness of the expected. In fact, administrative offenses are the underlying administrative- financial corruption. Of course any violations doesn't cause administrative - financial corruption, but also have been certain

features that the most important of them include frequently being, a continuing, institutionalized and relatively high effect in different levels of organization. According to article 8 of the law on administrative violations, 38 cases from administrative violations is known that according to the definition of administrative - financial corruption and legal concepts of corruption, some violations is considered from administrative - financial corruption Applicability (Mosavati Azar,1995).

Administrative - financial corruption applicability

Administrative - financial corruption can appear in different forms and applicability. In a general classification, examples of administrative - financial corruption is divided three section 1 - administrative violations, 2 - administrative corruption and 3- financial corruption. Of course administrative violations don't show all applicability. As but also mentioned in the definition of administrative violation, some administrative violation applicability that have features of frequently being, a continuing, institutionalized and relatively high effect in different levels of organization consider as administrative - financial corruption applicability. According to this classification in this section describes available applicability in subset (Shalalvabd,1998).

Applicability of administrative violations

Applicability of administrative violations due to frequently being, a continuing, institutionalized and relatively high effect in different levels of organization in subset of administrative - financial corruption, it can be mentioned to five cases: 1- leave and closed service in hours required work, 2- delay in entry or hasten in unauthorized exit 3- spend time in within the office to do personal work, 4- doing less work duties, 5- false assignments and personal work done outside the office (Alipour,2007).

Instances of Administrative Corruption

Including cases of administrative corruption that are more important to organizations, can include ten cases: 1- unrealistic reporting of organizational performance, 2 - discrimination in dealing with clients 3- leveraging in use of human resources in companies under contract with the organization, 4 - influence in granting relief or lack of getting funds that should be received as legal, 5- influence over in licensing without rules, 6 - preference relations on standards, 7- unauthorized use of government property such as appliances and automobiles, home organization, etc. 8 - orders and recommendations for hiring and promotion without having conditions of qualification,9 - order and advised to accelerate unusual to do administration 10 - order and advice to deliver services of unlike law (Dashti,2000).

Pull strings of power holders and order, and their recommendations is one of the main problems in the administrative system that is clear example of corruption. This unhealthy tradition applied as a routine procedure, in lack of some enforcement of administrative rules and regulations to the selection of individuals and groups (Ghaemi, 1987).

5. DISCUSSION AND CONCLUSION

Administrative corruption has been suggested phenomenon in the world today, especially in developing countries, as one of the most important factors in the development community. This phenomenon could have created irreparable damage on speed development of community. Various factors influence in formation of corruption, given the complex nature that as a result, many government programs designed has failed to combat corruption. Therefore, the main cause of administrative corruption continues to look at other factors. Factors of cultural social, economic, political and administrative are considered important factors in this phenomenon. The most important of these costs at the macro level is increasing gap between rich and poor social classes that its outcome is the absence of social justice in attitudes and minds of the people. To eliminate or reduce administrative corruption in the administrative system and

society level needs fundamental and comprehensive programs that with impact on the common societal culture and its dimensions such as culture and organizational management (as phenomenon that is affected from directly culture) target the prevention administrative corruption, so if employees educated, healthy work of organization environment will be faster and became as a continuous process. Also, if the organizational and managerial factors favoring aren't rely on the support of interest groups and In dealing with groups or specific individuals does not have specific behavior, actually a form of escape of discrimination and avoidance of discrimination is observed in the behavior of members. Finally fighting corruption requires detailed plan to identify a comprehensive. For this purpose, it is recommended that a research group with expertise in economics, management, sociology, law and finance be formed.

6. SUGGESTIONS

Considering the above facts and studies done the following suggestions are offered for the prevention of corruption and financial staff:

1 - Modeling the performance of executives and officials involved in tax affairs and culture to influence public.

opinion

2 - clear rules and regulations relating to the operation of the organization.

3- Modification of existing procedures and computerization of the tax.

4 - Improvement of tax attorneys.

5 - The consistency with the operations and activities.

6 - segregation of duties and the optimization of the field staff and the logical interaction between the fields

7 - Review and modification of systems, methods and procedures with a focus on simplifying procedures work in practice, psychological operations, reduce waste and increase taxpayer satisfaction

8 - designing, developing and implementing research projects to improve the country's tax system reform in areas such as taxation, taxpayer registration and guidance, improve tax compliance, tax collection and enforcement actions.

9- Design, planning and implementation of training programs for improving the quality of human resources based on identified needs.

10 - Design and optimization of a comprehensive system of tax information and global information networks mechanization and the use of new methods and tools developed to realize the revenues.

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