



FACTORS AFFECTING OFFICIAL CORRUPTION AND THE EFFECT OF BUREAUCRACY ON IT

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ABSTRACT

This research identified factors affecting official corruption, using questionnaires as a study tool. The reliability was tested via Cronbach's alpha. The statistical population comprised of the staff in the financial department of the government tax office, municipality, social insurance, and county governor house in Tabriz, during 2014. There were 120 persons on the whole and 90 were chosen as our sample using a random sampling method. The results showed that in governmental organizations the most prominent 9 factors from among 25 (mentioned in the research hypotheses) factors affecting official corruption were as follows: the dominance of relations over regulations, hiring the workforce based on acquaintance and friendship, replacement of newer governments and vast changes, the existence of limitations and lack of political freedom, lack of clear and transparent rules, incomplete control, the existence of wide and long bureaucratic systems, weakness of moral beliefs and humane values, low incomes regarding inflation and high expenses. With a comparative study of the characteristics of Weber's bureaucracy and from this study, we can conclude that if we utilize bureaucracy principles properly we will encounter lower levels of official corruption in offices.

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1. INTRODUCTION

Official corruption is known as one of the chronic diseases and in fact the oldest official system hurt, because it is a phenomenon that has always been with governments; this means that since the time human activities were changed into an organized format, official corruption emerged as a result of internal and external interactions of the organization (Alvani & Jafreh, 1997).

Therefore, if we accept these three facts, we would be obliged to seek for more comprehensive resolutions to confine the field and corruption and to limit its losses imposed on the society. Such activities are deemed highly important in a society like ours through a period of time in which reforms are being carried out and it is entering a more developed stage of progression. Thus, it would be inevitable to avoid such an activity and an effective step to avoid official corruption requires us to

reach a scientific knowledge of the nature, causes, and outcomes of it. To do so, the present research is going to investigate and identify the causes and origins of official corruption and its effects on official, economic, political, and social-cultural systems and to devise appropriate strategies to limit official corruption.

2. LITERATURE REVIEW

The nature of official corruption: in an overall look, the most common types of corruptions are as follows: political corruption, legal corruption, official corruption. The last one occurs within an organization's context and the two prior items could be emerged in more general levels. However, all three items are the results of interactions between the politicians, bureaucrats, and citizens.

The causes of official corruption emergence: in any form or field, official corruption requires two basic statues known as tendency and opportunity; tendency to commit a breach and opportunity to consider the criteria related to the environmental conditions. If tendency and opportunity occur concurrently, corruption will be born and if the conditions are ready, there would be growth conditions (Jones, 1993). The most important reasons to explain why corruption happened are as follows:

- Inappropriate income distribution (Habibi, 1996)
- Family relationships (Rafipour, 1998).
- The vastness of the interruptions caused by the government during tenure (Safaroei, 1996).
- Over-regulations of rules (Kaufmann, 1997; Kuhlmann, 2008).
- Lack of attention to moral ethics within organizations (Habibi, 1996)
- The increase of urban residential areas

Official corruption outcomes:

Regarding the complex nature of official corruption, it has a vast and varied effect domain. However, due to the fact that the outcomes of official corruption are mainly negative and destructive, the most important outcomes of this problematic issue are (Goldtorp, 1991; Kaufmann, 1997; Mauro, 1998).

- Making inappropriate decisions by the bureaucratic authorities and supporting complex and capital consuming plans in order to withdraw vast amounts of money for themselves easily
- Slower rates of economic growth and reduction of incentives among local and foreign investors for investment
- The collapse of the government's expenditure combination and controlling the resources by the corrupt politicians to gain huge amounts of income
- Increasing class gap and inequalities
- Reduction of the legality and effectiveness of governments and endangering the consistency and security of the societies

Official corruption control methods:

Based on the studies carried out in the field, a set of effective methods to control official corruption have been recognized that can reduce the amount of supply and demand of services mixed with corruption by the staffs and citizens (Charap, 1999; Habibi, 1996; Gray & Kaufmann, 1998;

Shalavand, 1998):

- The most efficient control methods are as follows:
- Institutionalizing high-quality morals and ethics and humane values
- Structural reforms in official systems
- Increasing public information about the effects of official corruptions
- Precise and permanent control of the governmental foundation
- Revising the pension and wages of employees
- Hiring the employees based on merits and technical qualifications
- Training governmental managers
- Freedom of speech and transparent informing systems
- Forming independent organizations to fight against official corruption
- Reforms of rules and regulations and devising efficient rules

3. RESEARCH HYPOTHESES

Detail of research hypotheses are given in List 1.

List 1: Research hypotheses and the topic of questions related to each hypothesis:

Hypotheses	Domains	Question related to each hypothesis
H#1, H#2	Social-cultural	<ul style="list-style-type: none"> • Weak moral beliefs and humane values • Reduction of work affection and social disciplines in a society • The dominance of relations over regulations • weakness of organizational culture among managers and employees • the existence of organizational loyalty
H#3, H#4, H#5	Official, structural, managerial	<ul style="list-style-type: none"> • the existence of long bureaucratic systems • lack of consistency and lack of job security • hiring workforces based on friendship and acquaintance • disharmony of organizations and offices with facts and requirements of modern society • hidden unemployment or the existence of hours without works to be done • incomplete control
H#6	Economic	<ul style="list-style-type: none"> • low wages considering inflation and expensive living • poor people and great gaps among classes of people • the freedom rate of employees to deal with production and business in the private sector • the inefficiency of the social security system • low amounts of income among public sector workers compared to the private sector
H#7, H#8	Political	<ul style="list-style-type: none"> • changing governments and vast changes of managers and employees • political parties controlling official systems • presence of certain limitations and lack of political freedom • thinking of party benefits • lack of political incentives to fight against official corruption
H#9	Legal	<ul style="list-style-type: none"> • discrimination in administering rules and punishments • lack of clear-cut definitions for financial-official crimes • the presence of controversial rules • gaps and ambiguity in rules

4. METHODOLOGY

Research method and sampling

The present research is applied regarding the goal and it is correlation type considering data collection, control amount and variable control and comprehensiveness of the variables, and it has been carried out using a measurement method. Sampling has been random.

Statistical population

The statistical population of the present research consists of all official-financial employees of governmental taxation, municipality, social welfare, and governor house in Tabriz. Based on the latest statistics, they comprised 120 people and the sample under investigations in the present research based on Morgan's sampling table has been decided to include 90 persons.

Data collection and instrumentation reliability

Library resources and questionnaires have been two major tools utilized in the present study to gather data. To do so and to calculate questionnaire reliability through SPSS 18 software we have tested Cronbach Alpha which has been calculated to be equal to 73 percent.

The research questionnaire comprised of 25 items investigated about official corruption regarding the five dimensions, Figure 1.

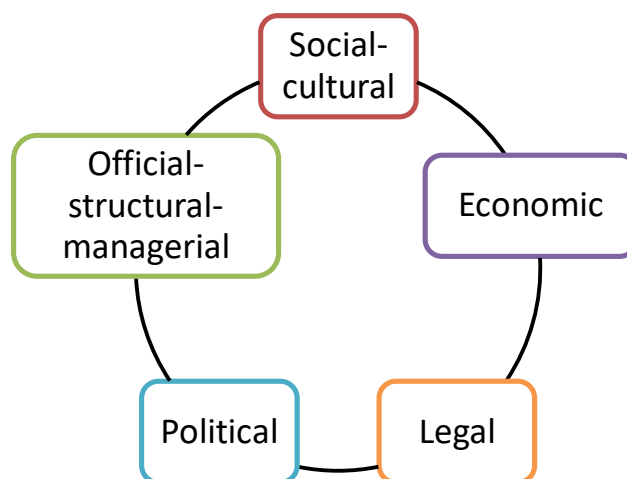


Figure 1: Five dimensions of official corruption.

The questionnaire has been designed based on Likert's scale comprising 5 parts scored 1 to 5; 1 means very low and 5 is devoted to very high amounts.

In the present research, we have utilized frequency tables, central tendency indexes, and dispersion to describe research variables. Also, we have used Pearson's correlation test and linear regression coefficient to investigate about the effect of different factors on official corruption among employees in different offices in Tabriz. To study the normality of the distribution of variables we have used Kolmogorov-Smirnov parametric tests. Within the descriptive level, statistics such as frequency table, means, mode, standard deviation, median, and graphs have been used.

5. RESULTS

First, we used Kolmogorov-Smirnov parametric tests to investigate about normality of the distribution of variables. The result showed that all variables (1- weak moral beliefs and humane values, 2- the dominance of relations over regulations, 3- the presence of a bureaucratic system, 4- hiring workforces based on friendships and relations, 5- incomplete control, 6- low wages considering inflations and expensive living, 7- changing governments and vast changes of managers and employees, 8- the presence of certain limitations and lack of political freedom, 9- lack of transparent and clear rules) and official corruption did not have a meaningful difference with normal distribution.

Thus it is believed that all variables have normal distributions. Results of Kolmogorov-Smirnov tests are represented in Table 1:

Table 1: Result of Kolmogorov-Smirnov test for goodness of the normal distribution of the data

Variable	KS	p-value
1- weak moral beliefs and humane values	1.90	0.635
2- the dominance of relations over regulations	1.23	0.163
3- the presence of a bureaucratic system	1.00	0.564
4- hiring workforces based on friendships and relations	1.63	0.149
5- incomplete control	0.82	0.484
6- low wages considering inflations and expensive living	1.40	0.155
7- changing governments and vast changes of managers and employees	0.98	0.121
8- the presence of certain limitations and lack of political freedom	1.29	0.263
9- lack of transparent and clear-cut rules	0.95	0.450
10- Official corruption	1.07	0.197

5.1 Testing H#1

H₀: There is no meaningful relationship between the weaknesses of moral beliefs and humane values and official corruption.

H₁: There is a meaningful relationship between the weaknesses of moral beliefs and humane values and official corruption.

Table 2: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
weaknesses of moral beliefs and humane values	90	0.316	0.002

*The correlation is meaningful in a level of 0.01.

Table 2, it observes that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of weaknesses of moral beliefs and humane values with the dependent variable of official corruption among employees in different offices in Tabriz with sig = 0.002 has been equal to Pearson amount $r = 0.316$. More clearly, the higher amounts of weaknesses of moral beliefs and humane values among employees in offices will result in more official corruption. Based on Pearson correlation coefficient, there has been a meaningful, positive, direct, and weak relationship between the two variables of weaknesses of moral beliefs and humane values and official corruption.

5.2 Testing H#2

H₀: There is no meaningful relationship between the dominance of relations over regulations and official corruption.

H₁: There is a meaningful relationship between the dominance of relations over regulations and official corruption.

Table 3: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
the dominance of relations over regulations and official corruption	90	0.701	<0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 3, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningful level for the existence of a relationship between the variable of the dominance of relations over regulations with the dependent variable of official corruption among employees in different offices in Tabriz with sig. <0.001 has been equal to correlation coefficient $r = 0.701$. More clearly, the higher amounts of the dominance of relations over

regulations among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and strong relationship between the two variables of the dominance of relations over regulations and official corruption.

5.3 Testing H#3

H₀: There is no meaningful relationship between the presence of a bureaucratic system and official corruption.

H₁: There is a meaningful relationship between dominance the presence of a bureaucratic system and official corruption.

Table 4: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningfulness level
the presence of a bureaucratic system and official corruption	90	0.641	<0.001

*The correlation is meaningful in a level of 0.01.

Table 4, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of the presence of a bureaucratic system with the dependent variable of official corruption among employees in different offices in Tabriz with sig. <0.001 has been equal to Pearson amount $r = 0.641$. Based on Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of the presence of a bureaucratic system and official corruption.

5.4 Testing H#4

H₀: There is no meaningful relationship between hiring workforces based on friendship and acquaintance and official corruption.

H₁: There is a meaningful relationship between hiring workforces based on friendship and acquaintance and official corruption.

Table 5: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningfulness level
hiring workforces based on friendship and acquaintance and official corruption	90	0.553	<0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 5, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of hiring workforces based on friendship and acquaintance with the dependent variable of official corruption among employees in different offices in Tabriz with sig <0.001 has been equal to Pearson amount $r = 0.553$. More clearly, the higher amounts of hiring workforces based on friendship and acquaintance among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of hiring workforces based on friendship and acquaintance and official corruption.

5.5 Testing H#5

H₀: There is no meaningful relationship between incomplete control and official corruption.

H₁: There is a meaningful relationship between incomplete control and official corruption.

Table 6: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningfulness level
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incomplete control and official corruption	90	0.445	<0.001
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*The correlation is meaningful in a level of 0.01.

Table 6, it can observe that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of incomplete control with the dependent variable of official corruption among employees in different offices in Tabriz with sig. = 0.001 has been equal to Pearson amount $r = 0.445$. More clearly, the higher amounts of incomplete control among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of incomplete control and official corruption.

5.6 Testing H#6

H₀: There is no meaningful relationship between low wages regarding inflation and expensive living and official corruption.

H₁: There is a meaningful relationship between low wages regarding inflation and expensive living and official corruption.

Table 7: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
low wages regarding inflation and expensive living and official corruption	90	0.227	0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 7, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of low wages regarding inflation and expensive living with the dependent variable of official corruption among employees in different offices in Tabriz with sig = 0.001 has been equal to Pearson amount $r = 0.227$. The lower amounts wages regarding inflation and expensive living among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and weak relationship between the two variables of low wages regarding inflation and expensive living and official corruption.

5.7 Testing H#7

H₀: There is no meaningful relationship between changing the governments and vast changes of managers and official corruption.

H₁: There is a meaningful relationship between changing the governments and vast changes of managers and official corruption.

Table 8: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
Changing the governments and vast changes of managers and official corruption	90	0.569	<0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 8, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of changing the governments and vast changes of managers with the dependent variable of official corruption among employees in different offices in Tabriz with sig = 0.000 has been equal to Pearson amount $r = 0.569$. More clearly, the higher amounts of changing the governments and vast changes of managers among employees in offices will result in more official

corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of changing the governments and vast changes of managers and official corruption.

5.8 Testing H#8

H₀: There is no meaningful relationship between the presence of limitations and lack of political freedom and official corruption.

H₁: There is a meaningful relationship between the presence of limitations and lack of political freedom and official corruption.

Table 9: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
The presence of limitations and lack of political freedom and official corruption	90	0.638	<0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 9, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of the presence of limitations and lack of political freedom with the dependent variable of official corruption among employees in different offices in Tabriz with sig = 0.000 has been equal to Pearson amount $r = 0.638$. More clearly, the higher amounts of the presence of limitations and lack of political freedom among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of the presence of limitations and lack of political freedom and official corruption.

5.9 Testing H#9

H₀: There is no meaningful relationship between lack of transparent and clear rules and official corruption.

H₁: There is a meaningful relationship between lack of transparent and clear rules and official corruption.

Table 10: Pearson correlation coefficient and meaningfulness level between two variables

Variables	No.	Pearson correlation coefficient	Meaningful level
Lack of transparent and clear rules and official corruption	90	0.538	<0.001

*The correlation is meaningful in a level of 0.01.

Regarding Table 10, it can be observed that the major hypothesis is approved and the null hypothesis is rejected. Results showed that the meaningfulness level for the existence of a relationship between the variable of lack of transparent and clear rules with the dependent variable of official corruption among employees in different offices in Tabriz with sig = 0.000 has been equal to Pearson amount $r = 0.538$. More clearly, the higher amounts of lack of transparent and clear rules among employees in offices will result in more official corruption. Based on the Pearson correlation coefficient, there has been a meaningful, positive, direct, and average relationship between the two variables of lack of transparent and clear rules and official corruption.

Regarding Freedman test carried out, to rate and prioritize the highest effects enforced by the independent variables on official corruption among employees in offices in Tabriz, it could be observed from Table 11.

Table 11: Ranks of variables affecting official corruption

No.	Rank	Average
1	The dominance of relations over regulations	4.8
2	Hiring workforces based on acquaintance and friendship	4.7
3	Changing the governments and vast other changes	4.5
4	The presence of limitations and lack of political freedom	4.2
5	Lack of transparent and clear rules	3.9
6	Incomplete control	3.7
7	The presence of a bureaucratic system	3.6
8	Weak moral beliefs and humane values	3.4
9	Low wages considering inflation	3.2

As it can be observed, the dominance of relations over regulations has had the highest effect on official corruption and other variables have been ranked after that. Results of testing the research hypotheses are represented in Table 13.

Table 12: Freedman test to rank different factors affecting official corruption

No.	90
Chi-Square	63.32
Degree of freedom	8
Meaningful level	<0.001

Table 13: Results of research hypotheses

Hypothesis	Description	Correlation coefficient	Test result
H#1	There is a meaningful relationship between low moral beliefs, humane values, and official corruption.	0.316	hypothesis approved
H#2	There is a meaningful relationship between the dominance of relations over regulations and official corruption.	0.701	hypothesis approved
H#3	There is a meaningful relationship between the long bureaucratic system and official corruption.	0.641	hypothesis approved
H#4	There is a meaningful relationship between hiring workforces based on friendship and acquaintance and official corruption.	0.553	hypothesis approved
H#5	There is a meaningful relationship between incomplete control and official corruption.	0.445	hypothesis approved
H#6	There is a meaningful relationship between low wages to resist against inflation and expensive living and official corruption.	0.277	hypothesis approved
H#7	There is a meaningful relationship between governments' change and vast changes of managers and employees and official corruption.	0.569	hypothesis approved
H#8	There is a meaningful relationship between the presence of some limitations and lack of political freedom and official corruption.	0.682	hypothesis approved
H#9	There is a meaningful relationship between lack of transparent and clear rules and official corruption.	0.538	hypothesis approved

6. DISCUSSION

Today bureaucracy refers to a set of official positions and formal big organizations which date back over a century ago and is known as one of the most important knowledge concepts in the concurrent era and current politics. As it was reported by the World Bank in 2005, regarding the high bureaucratic index of official bureaucracy among 155 countries worldwide, Iran has ranked 48 and it means that 47 other countries have had a more severe bureaucratic system than Iran.

Based on corruption perception index (CPI) in 2012, from among 176 countries, Denmark, Finland, and New Zealand were ranked first with a score of 90 and were recognized as the most transparent countries regarding corruption. Also, Afghanistan, North Korea, and Somali ranked the

worst known as the most corrupted countries regarding CPI. Iran ranked 133 among 176 countries worldwide with 13 ranks retreat and with a score of 28.

Studying scientific resources makes it clear that official corruption results from interactions among bureaucrat politicians and citizens and the increase of official bureaucracy will produce and increase official corruption.

7. CONCLUSION

Findings of field studies represent the fact that official corruption stems from different resources. On the other hand, the effects of this phenomenon on all society elements are vaster than the one that could be identified clearly.

We have focused on a set of the most important causes of official corruption including 1) social-cultural, 2) official- structural- managerial, 3) economic, 4) political, and 5) legal. From the results gained through SPSS®18 software, the most important reasons of official corruption are:

- 1) The dominance of relations over regulations,
- 2) Hiring workforces based on acquaintance and friendship,
- 3) Changing the governments and vast changes other than that,
- 4) The presence of certain limitations and lack of political freedom,
- 5) Lack of transparent and clear rules,
- 6) Incomplete control,
- 7) The presence of long bureaucratic systems,
- 8) Weak moral beliefs and humane values,
- 9) Low wages considering inflation and expensive living.

Results of the present research are in good agreement with results gained by researchers like Habibi (1996); Shalalvand (1998); Alvani & Jafreh, 2005; Gholipour & Nikrftar (2007); Hosseini & Farhadinejhad, 2001; Gray & Kaufmann (1998); Charap (1999); Hosseini & Mahdizadeh- Ashrafi (2007); Seldadyo & Haan (2006); Amundsen, 2000; Fokuoh (2008); Scanlan (2008).

With a comparative study of the characteristics of Weber's bureaucracy and current research results we can conclude that if we utilize bureaucracy principles properly, we will encounter lower levels of official corruption in offices.

8. DATA AVAILABILITY STATEMENT

The used or generated data and the result of this study are available upon request to the corresponding author.

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