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**FACTORS AFFECTING THE OCCURRENCE AND SPREAD OF
CORRUPTION AND ITS CONTROL METHODS (CASE STUDY: SARV
AND BAZARGAN CUSTOMS OF WEST AZERBAIJAN PROVINCE)**

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ABSTRACT

The purpose of this research is to discuss the factors affecting the occurrence and spread of corruption and its control methods in Sarv and Bazargan Customs of west Azerbaijan province. Population of this research includes the entire employees of Sarv and Bazargan Customs among which 194 individuals were selected randomly as the sample. For data collection, Khodadad and Farhadi (2002) corruption questionnaire was used. Validity of these questionnaires was determined according to authentic scholars and also their reliability was determined via Cronbach's Alpha. In addition to descriptive statistics, Pearson correlation and Freedman tests were also used for analysis of data. Results indicated that there is a significant relation among employee's economic status, organizational characteristics, cultural characteristics, Law's quality and quantity, employee's personal characteristics and occurrence and spread of corruption in Western Azerbaijan's Sarv and Bazargan Customs ($p < 0.01$) also among the methods of controlling corruption, increasing salaries (8.34), avoiding corruption in hiring processes (7.87) and establishing efficient financial monitoring systems (6.65) claimed the most significance.

Keywords: *Organizational Corruption, Cultural Characteristic, Corruption Control, Customs*

INTRODUCTION

Corruption in bureaucracy is challenging almost every country, and governments are serious claimants of opposition against corruption in spite of any type of philosophical basis they might have adopted. This fact itself prepares the contexts for strengthening their legitimating. Any type of corruption diminishes the moral basics of the society, but bureaucracy corruption declines public trust in bureaucracy and imposes negative effects on development of the society. The common denominator of corruption in all domains is violation of legal and moral norms in organizational and career performance. Bureaucracy is a complex, concealed and variable issue which requires continuous, prolonged and complex opposition. The point of interest in opposition against corruption is that it cannot be removed, but it could be mineralized. Among state institutes and organizations, with respect to Customs' crucial role in earnings, trade facilitation, national security and protecting the society, existence of corruption in this organization may result in extreme limitation in terms of economics, social outlooks, and idealistic goals. As a result, for the purpose of opposing corruption in Customs, adoption of a general and sustainable which elaborates on normative consequences is necessary. Also for this purpose, rapid handling and a pragmatic approach is required that complies with the condition. Also field experiences regarding corruption opposition efforts should be systemized relying on general solutions. Resort to information technology and computerizing state organization' affairs in terms of electronic government and clarification of decision making processes is a fundamental strategy in opposition against corruption.

Bureaucratic health is defined as subordination of acceptable norms and values in any culture, organization and society. With respect to the role of bureaucratic health in development and its different dimensions, it is obvious that corruption is a result of lack of efficiency and effectiveness which themselves are resultants of bureaucratic violations. In this regard, this issue cannot be neglected with respect to its causes and roots; it's rather a complex process which has roots in several infrastructural factors.

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Several researches exist in terms of factors of occurrence and spread and controlling corruption some of which are presented in the following. Treesman (2011) conducted a research titled as "causes of corruption". In this research he discussed the relations among indices of corruption and historical, cultural, economic and political properties of his country. He concluded that among England's Protestant colonies, those with higher overall earnings, more shares in gross internal productions and the one that adopts a law with common laws system; also have higher levels of corruption.

Rose (2010) in her research titles as "corruption and government: causes, consequences and corrections", stated that although degree of democracy is not important in explanation of corruption, still as democratic structures of country become more institutionalized, corruption declines. Findings of initial investigations indicate that corruption is dependent on every country's level of economic growth and legal system.

Results of the researches carried out by Riley (2006) showed that growth in interest for short term anti-corruption strategies is a resultant of extremely non-equilibrated effects of corruption. This corruption, whether large or small, diminishes interests of the poor. Losers of corruption are poor people, women and homeless people while winners are the rich people and a part of rich and inefficient authorities. This corrupted allocation abuse of resources occurs in a place where poverty is the product of unequal distribution of welfare; and is also a consequence of social exclusion of the poor. There are also several researches regarding causes of corruption in Iran. For instance it can be referred to the results of Farokhseresht's (2005) research which showed that there is a relation among elements effective on bureaucratic corruption and occurrence of this phenomenon. Also, the most important cause of bureaucratic corruption is interference of government in economic affairs and the most significant approach for fighting this phenomenon is introduced as more democracy.

Results of the research conducted by Delavari (2006) showed that there is a relation between employee's economic status and occurrence of bureaucratic corruption among senior managers of Shirazes' medical Sciences University. Also the most important factor in controlling bureaucratic corruption is correction of regulations plus training employees and facilitation of organization with efficient financial system.

Danesh (2011) concluded that organizational culture is one of the most important pervasive elements in occurrence of bureaucratic corruption. he also categorized effective elements on emergence of bureaucratic corruption as follows: cultural and environmental factors, characteristic factors and organizational bureaucratic factors.

Results of the research conducted by Shokri (2010) showed that one of government's activities which results in corruption is limitation of economic freedom. He states that as less competitive the environment of the market becomes level of corruption increases through persuasion of employees of the state to take a share in corrupted activities. Ultimately he considers government's policies as one of the causes of development and deployment of corruption.

Taqavi (2008) in his research, in addition to mentioning the mutual effect of organizational culture and corruption, believes that dimensions of organizational culture such as distance of power descent, individualism and ambiguity avoidance are able to leash corruption and act as a barrier towards its spread and ultimately lead to growth, fluency and liquidity. He categorizes the elements effective on growth of corruption as follows: 1- managerial and bureaucratic elements: organizational atmosphere and organizational culture play an important motivated role in providing the contexts for corruption; 2- social and cultural elements: society's cultural characteristic is an important element in occurrence and spread of corruption; 3-political elements: general political variables namely as type of power distribution, level of political freedom and level of stability of power can influence the level of corruption.; 4-economic elements: decreasing poverty and economic growth, decrease corruption.

In another research, Zahedi (2010) pointed to elements of quality of work life, individual life, inter organizational life, outer organizational life an cultural life, and evaluated the effectiveness of these elements on bureaucratic corruption through field researches. Finally, after data analysis it turned out that elements of work life were most important among other factors. Haghghatian (2013) in his research concluded that the most important effective elements on bureaucratic corruption are organizational commitment and employee's financial power. Also, during the analyses it was turned out that in terms of

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comparison of corruption, organizations did not show any significant difference. But as employee's education level was lower, the level of corruption was higher. Also the level of corruption among males and females is the same, but single individuals are more engaged with corruption compared to married people and as the age goes higher, level of corruption declines.

With respect to aforementioned issues regarding determining the effective elements on occurrence and spread of corruption and its controlling methods, it should be noted that Customs plays a crucial role in all business trades and usually it's the first gate through which the world views a country. Corruption in Customs influences every country's capacity of benefaction from global economics. In addition, it intensifies the concern that exists around the security of global businesses. On this basis with respect to presented content, we have noted the effective elements on occurrence and spread of bureaucratic corruption in West Azerbaijan's Customs.

Research Hypotheses

1. There is a relation between employee's financial status, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.
2. There is a relation among organizational characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.
3. There is a relation among cultural features, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.
4. There is a relation among employee's personal characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.
5. There is a relation among characteristics of control, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.
6. There is a relation among quality and quantity of regulations, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

MATERIALS AND METHODS

Methods

Method of this research is descriptive-correlative. The population is consisted of all employees of Sarv and Bazargan Customs which are 390 individuals. Sample size was calculated as 194 individuals with 5 percent of error measurement. 194 questionnaires were distributed randomly and the same number of questionnaires were collected back and analyzed. For data collection, Khodadad and Farhadinejad's corruption questionnaire was used. Validity of these questionnaires was determined by authentic scholars and their reliability was calculated as 0.82 through Cronbach's Alpha which is a sign of desirable and acceptable reliability. For data analysis, Pearson and Freedman tests were used in addition to descriptive statistic's indices.

RESULTS AND DISCUSSION

Results

Descriptive Findings

Results showed that 84.2 percent of respondents were male and 15.8 percent were female. 20.3 percent of respondents held under diploma degrees, 26.1 percent held semi B.A, 44.5 percent held B.A and 9.01 percent held M.A or higher degrees. Also 23.4 percent of respondents had less than 5 year, 39.7 percent had 6-10 years, and 11.6 percent had 16-20 years and 6.2 percent of respondents had more than 20 years of experience.

Inferential Findings

In this section, the hypotheses of the research are tested through Kolmogorov-Smirnoff, Person correlation, Regression and Freedman tests. Initially, before running the Pearson correlation test, the non-Parametric test of Kolmogorov-Smirnoff was undertaken for determining the normality of data. Results of this test showed the normality of data in variables of study in table 1.

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Table 1: Smirnof-Kolmogorov test for research variables

significance	Z	mean	sample	variable
0/178	0/742	4/24	76	corruption
0/742	0/729	4/98	76	Economic status
0/667	0/726	0/742	76	Organizational characteristics
0/279	0/992	4/41	76	Employee's personal characteristics
0/544	0/800	4/90	76	Cultural characteristics
0/530	0/809	4/48	76	Quality and quantity of laws and regulations
0/955	0/513	3/48	76	Control methods

In table1, it can be seen that, since significance level for all factors is more than Alpha level, data distribution is normal and for the purpose of discussing statistical hypotheses, parametric tests are used.

Analysis of Research Hypotheses

H1: There is a relation between employee's financial status, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

Table 2: Relation between employee's financial status and occurrence and spread of corruption

Occurrence and spread of corruption	statistic	variable
0/615(**)	Person correlation coefficient	Employee's financial status
0/001	Significance level	
194	number	

Significant at 0.01

In table2, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between employee's financial status, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

H2: There is a relation among organizational characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

Table 3: Relation between organizational characteristics, and occurrence and spread of corruption

Occurrence and spread of corruption	statistics	variable
0/476(**)	Person correlation coefficient	Organizational characteristics
0/002	Significance level	
194	number	

Significant at 0.01

In table3, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between organizational characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

H3: There is a relation among cultural features, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

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Table 4: Relation between personal characteristics and occurrence and spread of corruption

Occurrence and spread of corruption	statistics	variable
0/552(**)	Pearson correlation coefficient	cultural characteristics
0/001	Significance level	
194	number	

Significant at 0.01

In table4, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between cultural features, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

H4: There is a relation among employee's personal characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

Table 5: Relation between personal characteristics and occurrence and spread of corruption

Occurrence and spread of corruption	statistic	variable
0/381(**)	Pearson correlation coefficient	Personal characteristics
0/001	Significance level	
194	number	

Significant at 0.01

In table 5, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between personal characteristics, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

H5: There is a relation among characteristics of control, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

Table 6: Relation between control methods and decrease of corruption

Decrease of corruption	statistic	variable
0/590(**)	Pearson correlation coefficient	Control methods
0/001	Significance level	
194	number	

Significant at 0.01

In table6, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between control methods, and decrease of bureaucratic corruption in Sarv and Bazargan Customs.

H6: There is a relation among quality and quantity of regulations, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

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Table 7: Relation between quality and quantity of regulations and occurrence and spread of corruption

Occurrence and spread of corruption	statistic	variable
0/373(**)	Pearson correlation coefficient	quality and quantity of regulations
0/008	Significance level	
194	number	

Significant at 0.01

In table7, with respect to Pearson correlation coefficient and significance level, it can be seen that hypotheses 0 is denied and research hypothesis is accepted. On this basis there is a relation between quality and quantity of regulations, and occurrence and spread of bureaucratic corruption in Sarv and Bazargan Customs.

Freedman Test Results, for Ranking Methods of Corruption Control

With respect to influence and importance of each variable on controlling corruption in West Azerbaijan's Sarv and Bazargan Customs, for ranking each of these elements, the Freedman test is applied and the results are presented in table8.

Table 8: Corruption control methods ranking

Average rank	rank	Corruption control methods ranking
8/34	1	Increasing salaries
7/87	2	Avoiding corruption in hiring processes
6/65	3	Establishing efficient financial monitoring systems
6/45	4	Establishing efficient regulations
5/88	5	Training employee's in terms of corruption
5/53	6	de-politicization of bureaucratic system
5/47	7	Familiarization of costumers with regulations
4/80	8	Increasing punishments
4/71	9	privatization
3/63	10	Establishing an independent unit for fighting against corruption

Results of table8. Shows that among methods of controlling corruption, increasing salaries (8.34), avoiding corruption in hiring processes (7.87) and establishing efficient financial monitoring systems (6.65) are respectively the highest priorities.

Discussion and Conclusion

The purpose of this research was to identify the effective elements on occurrence and spread of corruption in West Azerbaijan's Sarv and Bazargan Customs and its control methods. Results indicated that there is a relation between employee's economic and financial status and occurrence and spread of corruption in Sarv and Bazargan Customs. This research finding may be defined in a way that Customs' employee's financial status should be brought to attention more than before. Because employees are only able to spend their time on serving the organization if the organization also satisfies their needs mutually. For approval of this statement we can refer to investigations carried out in this regard by Rijchkhm (1997) which found a relation between financial status and possibility of occurrence of corruption. Also other researches including Nadeem and Sahay (1996), Farokhsheresht (2005), Khodadad and Farhadinejad (2002) and Rafipour (2007) have emphasized on the importance of economic and financial elements on occurrence of corruption.

Results of analysis of the second hypothesis showed that there is a relation between organizational characteristics and occurrence and spread of corruption and its control methods in West Azerbaijan's Sarv and Bazargan Customs. This research finding could be defined in a way that lack of elements such as

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appropriate control mechanisms, efficient reward system, employee's job security and existence of unofficial networks are some of features which are able to expose employees of Customs to corruption. The researchers conducted by Huang (1996), Mining (2002) and Tanzi (1998) and Khodadad and Farhadinejad (2001) emphasize the role of organizational characteristics on occurrence of bureaucratic corruption.

Results of analysis of the third hypothesis showed that there is a relation between personal characteristics and occurrence and spread of corruption and its control methods in West Azerbaijan's Sarv and Bazargan Customs. With respect to obtained results in this section, we can say that since there is a high level of cash flow in Customs, a large amount of capital could be persuasive and persuade some individual's intentions for corruption. Elements such as lack of justice in organization, lack of job satisfaction, lack of rewards and inappropriate salaries, lack of working conscious, risks among employees for obtaining non-religious income are among elements which may persuade people for corruption. Managers of Sarv and Bazargan Customs are required to pay more attention to elements which increase individual's motivation for corruption and try to decrease the level of corruption through actions such as awakening personal conscious, Islamic working moralities, establishing training workshops, religious speech, morality at work and financial support of Customs employees. The results of this section of the research are not in compliance with the results of researches of Khodadad and Farhadinejad (2002) and Huang (1996). The reason for this inconsistency could be attributed to the fact that type of investigated organizations was different.

Analysis of the fourth hypothesis showed that there is a relation between cultural characteristics and occurrence and spread of corruption and its control methods in West Azerbaijan's Sarv and Bazargan Customs. These employees consider elements such as lack of commitment to norms and law avoidance in general culture of the society as being potentially able to provide contexts of corruption among employees. As Rafipour (2006) had found a relation between three social variables (change in values, individualism and lack of religious commitment) and occurrence of corruption in Iran. Also Khodadad and Farhadinejad (2002) and Najari (2000) found similar results. The reason for this compliance is probably the similarity of Iran's state organizations and their organizational cultures. Although results of the research conducted by Huang (1996) does not find cultural characteristics as effective elements on occurrence of corruption. Managers are required to take actions regarding more culturing in organizations and also actions which are beneficial for employees through awakening their Iranian-Islamic morals. These actions could be carried out through installing pointers and posters in the working environment.

Analysis of the fifth hypothesis showed that there is a relation between quality and quantity of law and regulations and occurrence and spread of corruption and its control methods in West Azerbaijan's Sarv and Bazargan Customs. This element is also effective on employee's corruption that Customs' law enforcers are required to diffuse the corruptive role of this element through establishing efficient regulations and insisted operation of these regulations. Establishment of rather extreme regulations is required for making employees more committed to their work and regulations. It is noteworthy that quality and quantity of regulations are realized as the most important corruptive elements in organizations based on several researches. Results of this finding are in compliance with results of researches conducted by Huang (1996), Tanzi (1998) and Farokhsersht (2005).

Analysis of the sixth hypothesis showed that there is a relation between control methods and decrease in occurrence and spread of corruption in West Azerbaijan's Sarv and Bazargan Customs. With respect to obtained data, presented approaches are able to be beneficial in reducing and controlling corruption in Customs. On this basis managers should minimize the possibility of occurrence of corruption through increasing salaries, avoiding corruption in hiring processes, establishing an efficient financial monitoring system, establishing effective regulations and training employees in terms of bureaucratic corruption.

With respect to results of Freedman test, among the methods of controlling corruption, increasing salaries (8.34), avoiding corruption in hiring processes (7.87) and establishing efficient financial monitoring systems (6.65) are respectively the highest priorities in avoiding corruption in Sarv and Bazargan Customs. Results of ranking Freedman tests indicates that financial elements, organizational and cultural

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elements, regulations and employee's personal characteristics are among the highest effective elements on occurrence of corruption based on Customs' employee's perspectives. Among these elements, the role of economic element seems to be more significant than others. The interesting point is that in control methods section, still raising salaries is the most important element among the presented factors. Also in in the section of elements effective on occurrence of corruption, economic and financial status of employees is the most important factor. It seems entirely logical that the best method for avoiding occurrence of corruption in Customs could be more attention to salaries of the employees of this organization. These findings are in accordance with the results of researches conducted by Rijchkhm (1997), Sahay and Haku (1996), Farokhseresht (2005), Khodadad and Farhadinejad (2002) and Rafipour (2006) which considered the level of income as the most important factor in occurrence of corruption.

Recommendations

1. Training state managers in terms of all methods that seems to persuade employees for corruption.
2. Implementing advanced financial systems for minimizing use of financial sources by employees.
3. Establishing an integrated system that could be controlled by a central section can lead to reduction in level of corruption
4. Providing a context which informs the customer of the exact regulations in terms of his or her context of reference. This act could be carried out in any organization through providing notes in different contexts. Transparency in affairs can provide a great help for health of bureaucratic flows and minimizes the demand for violations.
5. Providing necessary mechanisms for surveillance of public thoughts in performance of state sections through an open press atmosphere. This issue declines the level of corruption through raising the expenses of committing a corruption.
6. Optimizing employee's financial status in a way that it equals to their counterparts in private sections through:
Satisfying basic needs such as housing
Strengthening the support of goods and providing it in terms of regular schedules
Increasing the rate of employee's salaries' growth
7. De-monopolization of decision making process through redesigning methods of work in a way that decision making depends on more than one person a special unit.
8. Limiting political interferences in bureaucratic system through clarifying tasks of the organization, transparency in assigning staff and limiting manager's key role in assigning employees through standardization of manager's behaviors.
9. Establishing transparency in affairs through re-aligning methods for reducing specific powers.
10. Persuading people for informing in terms of organizational violations and reporting the results of carried out investigations.
11. Empowering moralities in organizations for awakening personal conscious of employees.
12. Promotion of religious values in organization and empowering through installing signs and posters and persuasion of employees who are more active in preaching Iranian-Islamic values.
13. Beside all these methods, strengthening punishments can also be an effective element in controlling some of violating employees.

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