

The Relationship Between Job Motivation and Organizational Climate with Administrative Corruption Between Khorrambid Municipal Employees

Mahsa Khosravani, Seyed Ahmad Mirjafari*

Department of Psychology, Arsanjan Branch, Islamic Azad University, Arsanjan, Iran

Abstract

The purpose of this study was to investigate the relationship between job motivation and organizational climate with administrative corruption among employees of Khorrambid Municipality. The statistical population consisted of all employees of Khorrambid municipality; their number was 130 in this year. The random sample of 97 people was selected as a statistical sample. Corruption inventory questionnaire, job motivation questionnaire and organizational climate questionnaire were used to collect data. Validity of the questionnaires was verified using content validity and reliability through Cronbach's alpha. Descriptive statistics (mean) and inferential statistics (Pearson correlation and multiple regression tests) were used to analyze the data. The results showed that there is a significant negative relationship between organizational climate and dimensions of job motivation with corruption. The results of regression analysis showed that among dimensions of organizational climate, dimensions of disturbance, intimacy, interest, consideration, distance, influence and dynamics, and among dimensions of job motivation, salary dimensions, environment, job security, how Supervision and supervision, recognition and appreciation, career advancement and job development, job responsibilities, and job positions are a significant negative predictor of administrative corruption.

Keywords

Administrative Corruption, Organizational Climate, Job Motivation, Staff

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1. Introduction

The phenomenon of corruption in the world today, especially in developing countries, has been raised as one of the most important obstacles to progress. This phenomenon creates irreparable damage to the speed of movement of the development wheel of the community and blocks the path to development [5]. Corruption is a major obstacle to economic growth and has a negative impact on economic development. This impact on open economies is more than closed economies [2]. Corruption is a phenomenon that is more or less present in all countries of the world. However, the type,

shape, extent, and level of development are different [7]. Organizations are now under the influence of factors such as increasing global competition, sudden changes, the need for quality and after-sales services, the availability of limited resources and... under a lot of pressure, so if an organization wants to lead its business and economy, and in the field Competition should not be left out, it should have a highly professional, creative and motivated manpower. One of the indicators for measuring the superiority of organizations in relation to each other is the employees employed in those organizations whose loyalty and commitment make them perform higher quality tasks and increase the performance,

* Corresponding author

E-mail address: ahmad.mirjafari@gmail.com (S. A. Mirjafari)

productivity and effectiveness of the organization [4]. The study of the history of ancient civilizations suggests that corruption in human societies is as old as civilization, and now it is one of the most important issues among the countries of the world. Corruption has led to many disasters for human societies, and constant wars, violence and insurrection against ruling civilizations, the disappearance of organizations, and the collapse of societies have always been the result of corruption. Altogether, corruption, along with other factors, has been a major factor in the collapse of civilizations, so that Ebn Khaldun believes in the causes of the emergence and collapse of civilizations: the main factor in the collapse and decay of governments is lavishness, Irresponsibility and corruption in the government system are on the hands of the government of men and rulers [4]. Administrative corruption is one of the organizational phenomena that has challenged the process of development of the countries and caused the formation of major problems and crises throughout the society. Corruption is in Webster's culture as an illegitimate reward that has been allocated to persuade a person to commit an offense. Gunnar Myrdal examines corruption in a broader sense. In his view, corruption is applicable to all forms of diversion or exercise of personal power and illegitimate use of occupational status [1]. The atmosphere or organizational climate plays an important motivating role in providing the grounds for corruption. Lack of strong organizational climate and attachment of staff and managers, low job satisfaction and motivation of employees towards the organization and its goals, and lack of transparency and accountability in the activities of the administrative system are important factors that, along with other administrative and managerial factors, lead to corruption [1]. Organizational climate is one of the important factors that has an irrefutable influence on employee relationships, managers, and employee motivation, and includes a set of situations, characteristics, or features governing the organization or working environments [9]. The satisfaction of the employees and their greater interest in the occupied business, and as a result of the assessment of organizational goals, is of particular importance. If their causes or dissatisfaction with their work is determined, more substantial efforts can be made to improve and improve the working conditions and to obtain more satisfaction. Because when a person feels pleased with his job, the subconscious will do his part more carefully and will be happy, and as a result, the grounds for corruption and fraud in work and organization will also be eliminated.

In general, according to the above description, the purpose of this study is to explain the relationship between job motivation and organizational climate with administrative corruption among employees of Khorrambid Municipality.

2. Method

The present research is descriptive and correlational. The researcher is seeking to find the relationship between research variables.

The statistical population of this research included all employees of Khorrambid Municipality (130 people) in 2016. After determining the statistical population, the statistical sample of this study was 97 people (55 men) and (47 women) by available sampling method according to the sample set-up table by Gregey and Morgan (1970) to do research, they were selected and tested.

Table 1. Distribution of respondents by sex.

Percent (%)	Abundance		
87.6	85	Man	Sex
12.4	12	Female	
100	97	Total	

2.1. Research Tools

2.1.1. Job Motivation Questionnaire

The Herzberg Work Motivation Questionnaire has 40 items based on Herzberg's two-factor theory and according to the factors of internal (mental) and external (health) motivation. By Bakhshi et al (2004). In order to evaluate the job motivation, faculty members of Rafsanjan University of Medical Sciences were translated. In order to evaluate job incentives in 11 criteria, they are ranked as Likert scale (very important, important, insignificant, and not relevant).

2.1.2. Organizational Climate Inventory

Organizational Climate Inventory was prepared by Halpin et al. (1962) and standardized by the Doshman Ziyari in 1995. The reliability coefficient of this test was 0.74. This questionnaire (ocdq) consists of 32 queries on Likert scale quadruple responses and has eight dimensions of morale, harassment, interest, intimacy, observation, distance, influence and dynamism, and emphasis on production.

2.1.3. The Factors Influencing Corruption

This questionnaire is a two-dimensional, two-dimensional, and not factor-oriented factor for administrative corruption.

A questionnaire was used to survey and measure the job motivation and organizational climate with corrupt practices of male and female employees. The methodology was to initially co-ordinate and issues a permit to the municipality of Khorrambid. In addition to expressing the purpose and necessity of conducting research with the authorities, it was necessary to provide explanations on how to answer the questionnaires among male and female employees. Then the questionnaires were distributed in accessible form and after the specified time period, data were collected for statistical analysis and scoring.

2.2. Data Analysis Method

In this study, the data were extracted and analyzed using

descriptive statistics and inferential statistics. For analyzing the data obtained in the first and second hypotheses, multiple regression analysis was used in SPSS-22 software.

3. Result

Table 2. Kolmogorov-Smirnov test to determine the normal distribution of data related to the variable of job motivation and its dimensions.

Job position	Job responsibilities	Nature of work	Career advancement and development	Appreciation and appreciation	How to monitor	Working environment conditions
97	97	97	97	97	97	97
0.909	0.991	0.796	0.89	0.096	0.838	1.042
0.381	0.28	0.55	0.406	0.181	0.484	0.227

Table 2. Continued.

Job position	Job security	Relationship	Line up	salary	Job Motivation - Total Score
97	97	97	97	97	97
0.909	0.846	1.369	1.362	0.872	1.251
0.381	0.472	0.05	0.051	0.432	0.088

Table 2 shows the numbers that are listed in the table of significance level You must be in accordance with the rules of the law More than 0.05 And since the values obtained

exceed this limit, it is evident from the fact that the data varies according to the standard normal distribution, So do the analysis The method Parametric Parameters are allowed.

Table 3. Model summary, variance level of corruption variable by job motivation dimensions.

Estimate the standard error	Adjusted coefficient of determination	coefficient of determination	Correlation	Model
9.102	0.283	0.365	0.604	1

As a result of Table 3 in this analysis As much as 0.283 Equivalent to 28% Variable variance of administrative corruption is explained by dimensions of job motivation.

Table 4. Analysis of variance by means of an analysis of the dimensions of occupational and corporate motivation.

significance level	F	average of squares	Degrees of freedom	sum of squares	Model
0.001	4.448	368.436	11	4052.799	regression
		82.838	85	7041.201	left over
			96	11094	Total

Table 4 shows that the result of the analysis of variance with respect to F level at a significant level of less than 0.01 Has been meaningful as 0.001.

Table 5. Analysis of variance by means of an analysis of organizational climate and administrative corruption.

significance level	F	average of squares	Degrees of freedom	sum of squares	Model
0.001	6.797	529.629	8	4237.035	regression
		77.92	88	6856.965	left over
			96	11094	Total

Table 5 shows that the result of the analysis of variance with respect to F level at a significant level of less than 0.01 Has been meaningful as 0.001.

4. Discussion

Hypothesis 1: The dimensions of job motivation can predict part of the variance of administrative corruption.

The results showed that in this analysis, 28% of variance of administrative corruption variable was explained by

dimensions of job motivation. And the result of variance analysis with significance level of less than 0.01 was significant at 0.001. Also, among the variable components of job motivation, the salary component at a significant level of less than 0.01 was 31% negative predictive, and the component of career progression and development at a significant level of less than 0.05 was 21% Negative nose As well as the component of supervision and supervision at a significant level of less than 0.05, a negative prediction of 20%, each of which for a standard deviation of change, has

been able to predict administrative corruption, thus, the result It should be noted that the payroll component has been stronger predictor of reducing administrative corruption among employees than the other two components.

This research is in line with researches such as [1, 6, 7]. To explain this hypothesis, it can be said that the problem of employees' motivation and factors affecting it, as well as factors that cause job satisfaction or vice versa, cause employee dissatisfaction and the important role of these issues in the efficiency and effectiveness of organizations has long been considered by managers. The existence of theories abounding and presenting different and new perspectives in this field is proof of this claim. The main reason for these efforts is to look for ways to motivate and recognize the priority of motivating factors and the importance of each of them, the term motivation means movement, and what motivation is called behavior; in other words, no one behaves as an incentive or stimulus. It is not The motivation of a person, whether consciously or unconsciously, is due to his needs; therefore, in the definition of motivation, one can say that the motive or need is an internal state, a deficiency or a deprivation that forces a person to perform a series of activities. Another definition of motivation is "the desire to work hard to meet the goals of the organization in such a way that this effort is aimed at satisfying some of the individual needs, the culture of an organization, or the atmosphere and atmosphere governing the work environment, the characteristics of managers, the system of compensation, Salary and other factors in this regard are effective in creating or denying motivation. In this regard, everyone wants to get more money. Money often spends the first word, especially in companies where the value of an employee is measured according to sales figures. As salary increases, expectations will increase. It does not know what frontiers they need. It does not matter how much salary is earned per month, because it's never enough, because there's always someone who has more than you do.

5. Conclusion

Organizational climate dimensions can predict the degree of variance of administrative corruption. The results showed that in this analysis 33% of variance of administrative corruption variable was explained by organizational climate dimensions. And the result of variance analysis with significance level of less than 0.01 was significant at 0.001. Also, among the variable components of organizational climate, intimacy component at a significant level less than 0.01 was 28% negative prediction, And the component of penetration and dynamics at a significant level of less than 0.05 was 24% negative prediction, As well as the

interference component at a significant level of less than 0.05, up to 21% of the negative prediction, each of which, for a standard deviation of change, was able to anticipate administrative corruption, thus, it follows that the intimacy component Compared to the other two components, there has been a stronger predictor of reducing corruption among employees. This research was carried out with researches such as this research with researches such as [6, 2, 11, 12, 3, 10]. is consistent. In order to explain this hypothesis, it can be said that the atmosphere or organizational climate plays an important motivational role in providing the grounds for corruption. Lack of strong organizational climate and attachment of staff and managers, low job satisfaction and motivation of employees towards the organization and its goals, and lack of transparency and accountability in the activities of the administrative system are important factors that, along with other administrative and managerial factors, lead to corruption be. Organizational climate is one of the important factors that affect employees 'relations, managers, and employees' motivation, which has an inalienable effect, and sets out the states, characteristics, or characteristics of the governing organization or working environments, the satisfaction of the employees and their greater interest in Job occupied and as a result of meeting organizational goals is of particular importance.

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