

PUBLIC ADMINISTRATION

Corruption is defined as betrayal of public trust for private/personal interest. Above in view answer the following questions :-

a) What are the main reasons of corruption in public sector and how it affects the organizational functioning?

b) As member of civil society, what measures would you suggest to apprehend this practice and become a model setup.

Introduction:

Corruption in public sector is the misuse of public power for personal gain or the benefit of a particular group. There are following reasons behind corruption, which includes, centralization of power, gap between bureaucratic ethos and democratic ethos, traditional way of administration and economic disparity in the society. These practices down grade the organizational functioning through, ineffectiveness, inefficiency and undermine meritocracy. Additionally, it creates the gap between citizens over particular organization and results in social chaos. Moreover, through pragmatic measures the corruption can be curbed by decentralization of power, strong political accountability, strengthening the economic condition of civil

services and introducing private accountability
mechanisms. Moreover, strengthening public organizations
through strong constitutional support also helps
to eradicate the corrupt practices. Last but
not least participation of public is necessary
on community level to ensure accountability.

There are following reasons of corruption
in public sector:

Corruption is the intentional non-compliance
with the principle of good administration. The
corrupt official works for the own interest
or for particular group due to several
reasons.

use marker for headings

i) Centralization of power to influence larger
public due to behavioural reason:

In the countries where colonial system of
public administration still prevails are victims
of corruption. Because any public organization
wants to control higher authority and they
are not willing to give away authority.
Because of that the power corrupts them
and the whole organization from top to
bottom involves in malpractices.

ii) Tension between political and bureaucratic ethos led to the corrupt practices:

According to policy practices both have separate duties to do. Political factions work on legislative duties, while bureaucracy executes the policy made by legislatures within the institutional framework. The executive power of bureaucracy is fundamental tool for political powers to fulfill their interest. Therefore, they intervene in executive works, which provide bureaucracy a way to exchange their services with by gaining own interest. This tension weakens the institution and corrupts the system.

iii) Traditional public administration; a fundamental cause of corruption:

Traditional public administrative form was primarily a ~~the~~ system shaped by colonial powers for exploiting resources. After decolonization most of the new countries adopted the same system for the welfare of people. However, the traditional public management system was not designed to work for the public welfare, therefore, if the officials working in this system exploit people through corrupt practices.

iv) Economic disparity between public and private sector led to the corruption:

After the globalization fosters, the private sector job market comes with flourishing career opportunities which includes luxury lifestyle. On the other hand public sector officials faces economic disparity with lower pays and very limited sources for life after retirement. Due to this phenomenon public officials do corruption to maintain the same economic lifestyle as private sector.

The corrupt practices down grade the organizational functioning in the following way.

i) Corruption in public administration undermines effectiveness due to lack of professionalism:

Lack of professionalism in organizational functioning is by product of corruption, which undermines the effectiveness of organization. Because professionalism is a commitment to perform the assigned duty on normal basis while maintaining the core values of organization. If corruption prevails the organization is used to serve the

interest of specific people, which eventually led to the ineffectiveness of organization and can not achieve the desirable outcomes.

ii) Corrupt practices makes organization inefficient because it detailed suppress the objectivity:

In any organization objectivity is a core principle that refers to unbiasedness, avoid nepotism and cronyism during professional work to ensure efficiency of organization. However, due to corrupt practices organization become unable to utilize the resources in a manner that it become beneficial for public but it undermines the objectivity and all the resources are allocated to serve the interest of specific people.

iii) It destroys the ethical fabric of organization results in lack of meritocracy:

For the smooth functioning of any organization, the ethical fabric provides values based on principles, norms and beliefs. This ethical fabric ensures merit in organization particularly in recruitment of officers according to well qualified criteria. However, when the ethical fabric destroyed, the corrupt individuals

compromise the merit and due to which the whole purpose of organization disfunctions.

However, these practices can be curtailed through pragmatic measures.

The following methods helps to setup a model organization :

1) Enable New public management system to decentralize the power to curb corruption :

The "New management system" is a way to replace traditional public management setup. In new public management system the power is distributed from the central system to the lower level, which led to the allocation of resources directly in the hands of public. The best example of such system is local government system of the United Kingdom. In the UK the institutions just oversee the reliability of work, whereas, the public execution of work is a responsibility of local government representative. Due to the political and public accountability, such representative try to deliver and avoid corruption.

ii) Accountability of political public office holder is necessary to curtail corruption in organization. Political figures like cabinet ministers are head of departments but in most of the countries senior bureaucrats run the department because of incompetency of ministers. Therefore, it is necessary to appoint competent minister, who should be accountable for the efficiency and ~~effectiveness~~ effectiveness of organization. For example, in Singapore, the minister holds the office as a CEO of multinational organization with all perks and ~~privileges~~ privileges. In exchange the minister will hold accountable for any dysfunctionality, which helps to curtail the corruption and setup model.

ii) Strengthening the economic condition of civil servants helps to eradicate the corruption. As stated previously the economic disparity results in corrupt practices. Therefore, the government must enable each public organization to provide courageous economic benefits in shape of salaries and help them to build ~~pro~~ prosperous life style. The best example is Denmark, the ~~scand~~ nordic country provides ~~competent~~ salary to their public officials.

along with work life balance. To help them secure good social life, that encourage civil servants to avoid corruption.

iv) Ensure transparency to curb corruption by introducing private accountability firms:

It has been analyzed that in most of the countries government accountability organization failed to provide unbiased reports against corrupt officials. Therefore, private firms are much effective to and unbiased to audit the organizations. For instance, in the United States, government hires private audit firms on all level that work along with Auditor general office and display all reports publically. This combination eradicate the corruption and ensures public trust.

Conclusion :

dear student ans is fine but you are writing too much detail of the same point make sub headings in each passage and make coherence of the answer need improvement content is fine
10/20