

- a. Recruitment, training, employment and development in public sector. Highlight shortfalls.
- b. Accountability, performance evaluation and promotions / rewards of the public employees. Highlight shortfalls.

**No. 4.**

Corruption is defined as betrayal of public trust for private / personal interest. Above in view, answer the following questions:- (20)

- a. What are main reasons of corruption in public sector and how it affects the organizational functioning?
- b. As member of the civil society, what measures would you suggest to apprehend this practice and become a model setup?

**No. 5.**

In public administration, discretionary powers refer to the public office holder's authority to make, interpret and regulate policies. Above in view, answer the following questions:- (20)

- a. Discuss the merits and demerits of discretionary powers with respect to organizational

## Corruption:

Corruption can be defined as:

According to World Bank and Transparency International:

“ Abuse of entrusted power for private gain ”

## Approaches to Corruption:-

Approaches to corruption can be classified by following categories:

1. **Public centered:** corruption can be led by misuse of public office.

2. **Market centered:** Market centered suggests that norms governing public office shift from mandatory pricing to free market model.

3- **Public -Opinion centered:** Politicians are involved in this process by giving money and using different agents get and shaped the public opinion by their own way.

4- **Public interest centered:** Corruption in a way injurious to and destructive for public interest.

Lack  
of Public  
will

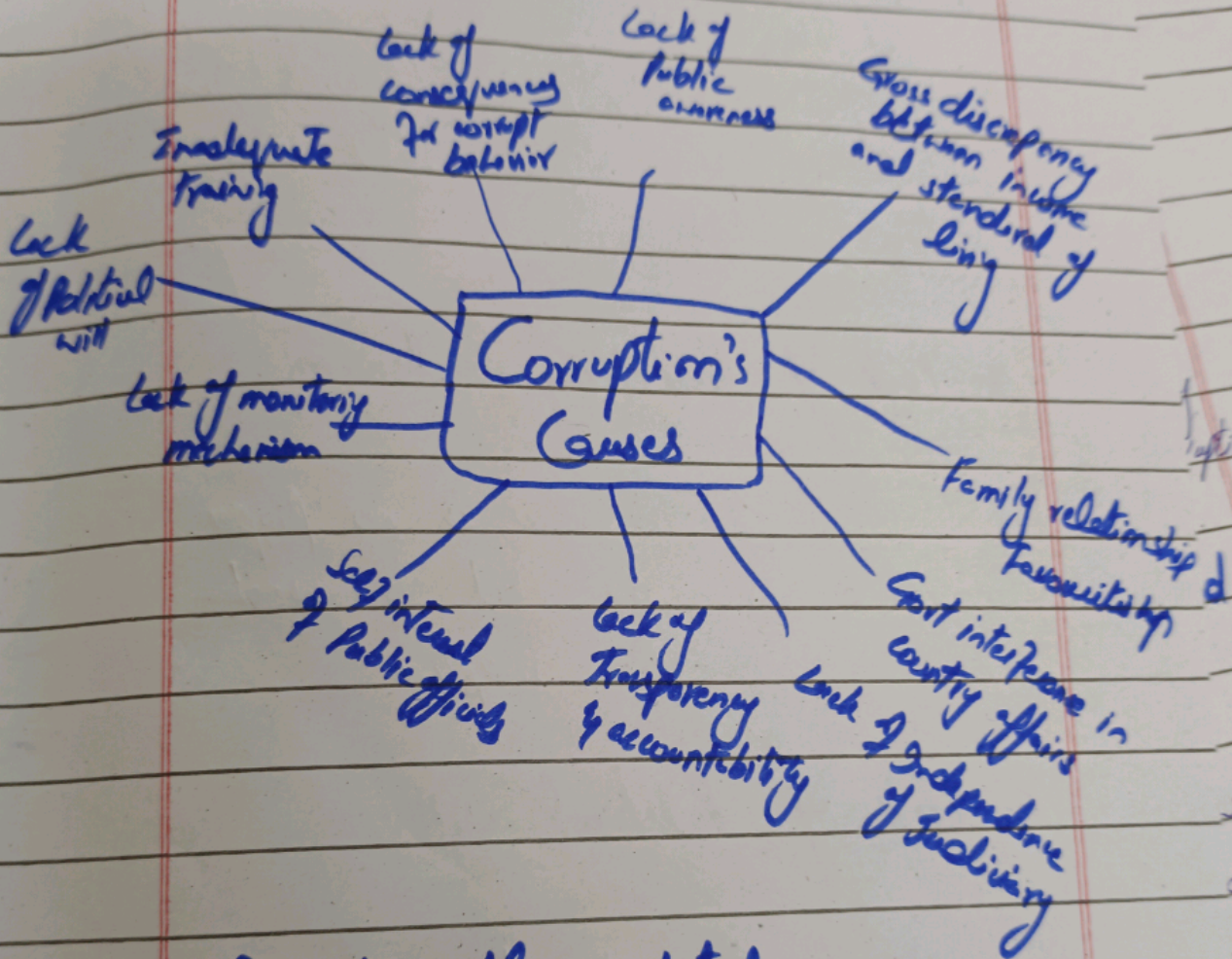
## Reason of Corruption in Public Sector:

In public sector, there are many reasons behind that become cause of corruption.

### According to Huntington

"administration corruption is set of behaviour by a group of public servants

who ignores the rules and regulation to achieve more organizational goals



Describe all in detail:

### 1- Lack of Independence Judiciary:

In Judiciary there is no proper management system that control the crimes in public sector. Due to this, corruption cases

increased day by day

## 2- self interest of public officials.

In public sectors, public officials focus on their own interest rather than public interest

## 3- Lack of monitoring mechanism

In public sector, there is no proper monitoring mechanism that is used to control the corruption

## 4- Lack of Political will:

In public sector, due to self interest and inadequate skills become the officials corrupt

#### 4. Inadequate Training:

In Public sector, there is no proper training system. Due to this public officials hide their inequalities involve in wrong deeds like corruption.

#### Lack of Public awareness:

Poverty and lack of knowledge are key factors in breeding administration corruption.

#### Gross discrepancy between income and standard of living:

Inadequate income, salaries and wages which is unable to meet the needs of living standard and become the administrator corrupt.

## Family relationship favoritism:

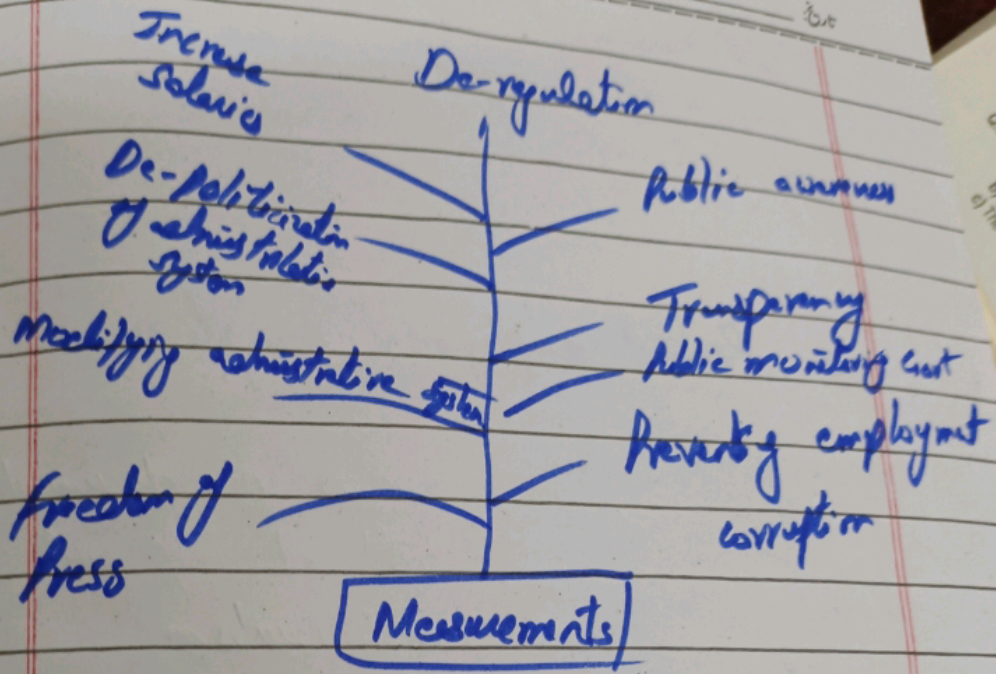
In public sector, mostly there are more advantages prospects for their family members. Focus on blood relation first not become reason of corruption.

## Govt interference in country affairs:

In public sectors, there are a lot of involvement of government interference.

## Measurement to curb

## Administrative Corruption



### 1- De-regulation:

In private-public partnership, private sector and public sector both give separate power to utilize their policies without control of government.

### 2- Public awareness:

Develop <sup>by</sup> Provide proper knowledge, education



and training to administrators for enhance their performance and prohibits the corruption.

### 3- Prevent employment corruption:

In public sector, there is no discrimination occur and proper treatment help with them. There is no favouritism.

### 4- Increasing salaries and benefits of Govt:

In public sector, Salaries, Income and wages are increased that meet their living standards. And current inflation must focus in giving and fixing the salaries for employment.

### 5- De-politicization of administrative system:

In public sector, Political interference must be prohibited for anti-corruption in administration.

### 6- Modifying administrative system:

In administrative department, The system must be modified by utilizing the developmental and advancement technology.

### 7- Transparency:

In administrative system, there should be transparency and accountability sector established that keep check

and balance on administrators and public officials.

## ii Freedom of Press:

Press should be independent and aware about corruptive public officials to be utilized and control the crimes without any interference.

However, there are some reasons and measurements that are beneficial for overcoming the corruption.

