Psychological Predictors Of Perceived Corruption Among Civil Servants In Osun State

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Abstract: Perceived corruption is a variable that has been studied by various researchers. Despite these researches, factors that really predict the above variable have not been adequately researched on. In order to clarify some of these concerns, this study, which adopted an ex-post facto research design, was designed to investigate the social factor, media factor and political factor on perceived corruption among civil servants in Osun state, Nigeria. Two hundred participants were chosen from selected civil servants in Osun state through simple random sampling. Their ages ranged between 24 and 49 years with mean of 19.21 years (SD= 12.25). Three research hypotheses and two research questions were tested using multiple regression analysis and Pearson Product Moment Correlation. A structured questionnaire consisting of demographic section, and measures of social factor, media factor and political factor on perceived corruption were used to collect data. The findings revealed that there was significant positive relationships between social factor (r = 0.520, P<.05), media factor (r = 0.460, P<.05) and political factor (r = 0.579, P<.05) showed positive correlation with perceived corruption. The three variables jointly accounted for 59% variance in predicting perceived corruption among the participants. The independent variables made positive relative contribution to perceived corruption in the following order: Political factor contributed most to the prediction of perceived corruption among participants in Osun state (β = .399, t = 5.140, P<.05), media factor (β = .249, t = 3.261, P<.05) and followed by social factor (β = .199, t = 4.241, P<.05) had relative contribution to perceived corruption among the participants. Based on this, there is need to increase counselling services in public and private organisation so as to reduce corruption practices among civil servants. Employees should be guided and taught how they can boost their esteem through adequate guidance in organizational system. Employer should bridge up the communication gaps between them and their staffs. This will help them in choosing right staff that would help their social life and assist them in channelling their behaviour.

INTRODUCTION

The Nigerian State is a victim of high-level corruption, bad governance, political instability and a cyclical legitimacy crisis. Consequently, national development is retarded, and the political environment uncertain. The country's authoritarian leadership faced a legitimacy crisis, political intrigues, in an ethnically - differentiated polity, where ethnic competition for resources drove much of the pervasive corruption and profligacy. While the political gladiators constantly manipulated the people and the political processes to advance their own selfish agenda, the society remained pauperized, and the people wallowed in abject poverty. This invariably led to weak legitimacy, as the citizens lacked faith in their political leaders and by extension, the political system. Participation in government was low because citizens perceived it as irrelevant to their lives. In the absence of support from civil society, the effective power of government was eroded. Patron - client relationships took a prime role over the formal aspects of politics, such as the rule of law, well-functioning political parties, and a credible electoral system.

The history of Nigeria is tainted with the absence of good moral and ethical values in the conduct of the ruling elites. This has adversely affected economic growth and development. As corruption impacts negatively on economic growth, it is also politically destabilizing. Corruption and the abuse of power have long been features of Nigeria's economic and political landscape. The National Planning Commission has identified systemic corruption, which engenders low levels of transparency and accountability, as the major source of development failure (National Planning Commission, 2005). As Toyo has rightly noted, the underprivileged are the victims of this failure while the ruling class hypocritically engages in the condemnation of acts that benefit its fold (Toyo, 2006). An analyst attributes the prevalence of corruption in the Nigerian polity to the "criminal silence" of political elites (Tell, 2006). Thus, behaviours that are openly suggestive of large-scale corruption are not condemned outright, but treated with utmost cynicism.

Corruption, defined as the misuse of public power (office) for private benefit, is most likely to occur where public and private sectors meet. In other words, it occurs where public officials have a direct responsibility for the provision of a public service or application of specific regulations (Rose-Ackerman 1997: 31). Corruption tends to emerge when an organization or a public official has monopoly power over a good or service that generates rent, has the discretionary power to decide who will receive it, and is not accountable (Klitgaard 1998) Corruption's roots are grounded in a country's social and cultural history, political and economic development, bureaucratic traditions and policies. Tanzi (1998) argues that there are direct and indirect factors that promote corruption. Direct factors include regulations and authorizations, taxation, spending decisions, provision of goods and services at below market prices, and financing political parties.

On the other hand, quality of bureaucracy, level of public sector wages, penalty systems, institutional controls, and transparency of rules, laws, and processes are the indirect factors that promote corruption. Corruption is a symptom of deep

institutional weaknesses and leads to inefficient economic, social, and political outcomes. It reduces economic growth, retards long-term foreign and domestic investments, enhances inflation, depreciates national currency, reduces expenditures for education and health, increases military expenditures, misallocates talent to rent-seeking activities, pushes firms underground, distorts markets and the allocation of resources, increases income inequality and poverty, reduces tax revenue, increases child and infant mortality rates, distorts the fundamental role of the government (on enforcement of contracts and protection of property rights), and undermines the legitimacy of government and of the market economy.

Divergent views on corruption agree that it is bad behaviour. Corruption may not be easy to define but, according to Tanzi (1998), it is "generally not difficult to recognize when observed". The most simplified and popular definition adopted by the World Bank is 'the abuse of public power for private benefit" (Tanzi, 1998; Gray and Kaufmann, 1998). The different perspectives through which corruption is viewed, notwithstanding, a common ground of opinion conceives it as the perpetration of a vice against the public well-being. Lipset and Lenz (2000), define corruption as an "effort to secure wealth or power through illegal means-private gain at public expense. Tanzi (1995) defines it neutrally as the "intentional noncompliance with arm's length relationship aimed at deriving some advantages from this behaviour for oneself or for related individuals." This definition takes care of the exclusion of vital issues, such as corruption in the private sector and in private activities. Tanzi believes that corruption occurs in every human endeavour and "often difficult to observe because acts of corruption do not typically take place in broad daylight" (Tanzi, 1998).

Alatas (2006), briefly define corruption as a "situation where two people can act to increase their own pay-off at the expense of a third person". This does not mean, however, that an individual cannot perpetrate the act. The point here is that, most often, it takes at least two people to perfect an act probably conceived by an individual. Gray and Kaufmann (1998) define acts of corruption to include "bribery and extortions, which necessarily involve at least two parties and other malfeasances that a public official can carry out alone including fraud and embezzlement." To them, it manifests in governmental activities through the "appropriation of public assets for private use and embezzlement of public funds by politicians and high-level officials." This description combines political and bureaucratic officials.

People might assume that only politicians in government are corrupt. Most often, bureaucrats provide the templates for perfected corruption. In fact, most corrupt practices are only exposed by bureaucrats when they are excluded from sharing in the proceeds. Thus, corruption in government cannot be a unilateral action. Therefore, corruption manifests in all facets of governmental activities-contracts, the allocation of benefits, collection of public revenues, and judicial pronouncements. Officials involved in performing these duties partake at one stage or the other, in the abuse of the processes. There are two opposing approaches in the literature on corruption, regarding the impact of corruption: efficiency enhancing and efficiency reducing. Advocates of the efficiency-enhancing approach, like Left (1964), Huntington (1968), Friedrich (1972), and Nye (1967) argue that corruption greases the wheels of business and commerce and facilitates economic growth and investment. Thus, corruption increases efficiency in an economy. Dike contends that corruption is a function of great inequality in wealth distribution, the perception that political offices are the primary means of gaining access to wealth, conflicts between changing moral codes, weakness of social and governmental enforcement mechanism and a lack of a strong sense of national community.

Gray and Kaufmann (1998), identify seven factors that engender corruption. These are the value of wages and salaries, presence of strong opportunities and awareness of how to perpetrate corruption, weak measures against accountability, population, natural resources wealth, lack of political will and indecisive pressure and assistance from the global community. These corruption-enhancing factors vary from one culture to the other and from one political system to the other. One key point to note, however, is that it is possible to identify an act of corruption when it is perpetrated irrespective of cultural or political background. Nigeria presents a veritable case for understanding the connection between corruption and political malaise. Ribadu (2006) gave a graphic summary of the situation. He termed the period between 1979 and 1998 "the darkest period" in Nigeria's history of corrupt regimes. The civilian administration of 1979 - 1983 was bedeviled with profligacy, "wanton waste, political thuggery and coercion and disrespect for the rule of law…bare faced, free for all looting of public funds through white elephant projects" (Ribadu, 2006).

"Corrupt public servants and others in the private sector bestrode the nation, masquerading as captains of business and power brokers with tainted and stolen wealth and demanded the rest of us to kowtow before them. The period of military regime was pathetic. Under them, corruption became the sole guiding principle for running affairs of state. The period witnessed a total reversal and destruction of every good thing in the country (Ribadu, 2006)". The Nigeria's economic and political landscape is pervaded by corruption and abuse of office. The National Planning Commission has noted that: "Systemic corruption and low levels of transparency and accountability have been major sources of development failure. Illegal activities such as the advance fee–fraud (known as 419) and money laundering have torn the fabric of Nigerian society (National Planning Commission, 2005)". Unconventional and fraudulent trade, misappropriation or diversion of funds, kickbacks, under and over invoicing, bribery, false declarations, abuse of office, and collection of illegal tolls, among other malfeasant practices, are the forms that corruption take in Nigeria. In the international system, Nigeria is rated as one of the most corrupt nations of the world, a ranking that has denied the country its pride of place in the international economic system (Transparency International, 2006). It has been noted that, "Corruption is far more dangerous than drug trafficking or other crimes because when it goes unpunished, the public loses confidence in the legal system and those who enforce the law" (Adeseyoju, 2006).

Corruption and bad governance were the two major reasons often cited by the military to rationalize their incursion into politics in Nigeria (Adekanye, 1993; Ikoku, 1985; Ojiako, 1980; Luckham, 1971). However, the succeeding military regimes could not stem the tide of corruption, and insatiate good governance. Rather, with the wholesale deployment of force, the Nigerian polity passed through phases of deepening corruption and political instability.1 For a period of 29 years, the praetorian character of the Nigerian political system stifled the polity of all democratic ethos. The new set of political actors who had experienced military rule also imbibed an autocratic political culture, which provided a veritable environment for corrupt practices. These include the mentality of force, intolerance of opposition, and an unbridled appetite for wealth through the appropriation of state resources for private gain.

Its leaders' appetite for the soul of the Nigerian state was exacerbated by government control of the resources (Joseph, 1996). Because of the enormous resour-ces, government officials took advantage of the state machinery to manipulate collective wealth for their personal use. For instance, former military head of State, late General Sani Abacha "paralysed the machinery of governance and pauperized the citizenry in five years of dictatorship and frenetic looting (Tell, 2006). He was reputed to have stolen US$1.13 billion and 413million British pounds sterling, apart from US$386.2million defrauded through fictitious and inflated contracts (ibid). This, Ake insists, should ordinarily not happen to a state "because when they happen the state effectively ceases to exist as a state and compromises its ability to pursue development" (Ake, 1995). The Nigerian state is a victim of high-level corruption causing the retardation of national development and a ceaseless cycle of crisis arising from peoples' discontent against the government. Corruption became legitimized, especially during the Babangida and Abacha regimes (1985-1998), with huge revenues, but wasteful spending, and nothing to show in terms of physical developments. All the positive values for development were jettisoned. Governmental agencies that were the pilots of socioeconomic developments were decimated. The "kamikaze" plunder by military bandits reduced the "giant of Africa" to a comatose midget…As money flowed into Nigerian government coffers, military dictators went on a spending spree. They frittered away the oil bonanza on extravagant investment projects…" (Ayittey 2006). In 1988, a Dedication and Other Special Accounts was established by the Federal Government at the Central Bank to "house the proceeds of the sale of crude oil dedicated to special projects and to receive the windfall oil revenues from the Gulf War" (Okigbo, 1994). The staggering revelation in this report was that out of the 124 billion US dollars realized in the accounts, 12.2 billion US dollars:

> "was liquidated in less than six years: that they were spent on what could be
> neither adjudged genuine high priority nor truly regenerative investment that
> neither the president nor the governor accounted to anyone for these massive extra
> budgetary expenditure; that these disbursements were clandestinely undertaken,
> while the country was openly reeling with a crushing eternal debt-overhang that
> represent a gross abuse of public trust (Okigbo, 1994)".

This kind of troubling revelation, in a country with decent leadership, should serve as a base for apprehending the culprits with a view to bringing them to justice. On the contrary, however, the culprits are presently active 'power brokers' in Nigeria's 'godfather politics', seeking democratic avenues to perpetuate their rule (Sklar et al., 2006). One of the major factors responsible for political instability is the failure of the political class to sufficiently adhere to the basic tenets of democracy and constitutionalism (Kew, 2006). As Harriman (2006:2) has rightly noted, this situation "has given rise to abuse of power, brazen corruption, disregard for due process and the rule of law, intolerance of political opposition, abuse of the electoral process and the weakening of institutions." This contradicts the tenet of governance, which presupposes "the process of social engagement between the rulers and the ruled in a political community" (Adejumobi, 2004).

Good governance could be accomplished when the operation of government is in line with the prevailing legal and ethical principles of the political community. When this is the situation, system affect will be high, and the people would collectively aspire to participate in the activities of the state, knowing fully well that adherence to the rules and procedures would serve the interest of the greatest number of the population. Deprivation of benefits and selective justice would not be encouraged, as individuals' rights would be protected within the ambit of the law. Political leaders would hold dear the watchwords: transparency and accountability in governance. Successive governments in Nigeria have indicated their awareness of this as a way of ensuring stability and legitimacy. The Jaji Declaration of the Murtala/Obasanjo administration, Ethical Re-orientation Campaign of Shagari's Second Republic, War Against Indiscipline (WAI) of the Buhari/Idiagbon regime, Babangida's Committee on Corruption and other Economic Crimes, the numerous probe panels of the Abacha years and the current War Against Corruption (Diamond, 1991; Bello-Imam, 2004), are a façade of genuine measures to promote good governance through the eradication of corrupt practices. Between 2000 and 2003, two anti-corruption agencies were established to complement Obasanjo's administration's crusade (Kew, 2006).

However, "the overall system remains deeply compromised. Federal government contracts are routinely inflated to provide kickbacks for officeholders, and contractors frequently provide substandard or nonexistent services. State and local – level of corruption has been far more brazen (Kew, 2006)". The rules were not observed by the leaders except in its application to frustrate the opposition (Kew, 2006; Adeyemo, 2006).The deeper motives of introducing these measures were rarely nationalistic;

they were primarily motivated by self-interest for the acquisition of wealth and power. And the scourge of bad governance persisted thereby isolating the political elite from the generality of the citizenry. Sklar et al sum it up thus: "The growing distance between this political elite and the general public, however has undermined accountability, poverty and frustration over the slow pace of change fan public anger" (2006).

The fallout of the hypocritical postures towards corrupt practices has been a ceaseless cycle of political and legitimacy crises. Citizens expressed their discontentment against irresponsible governance, and invariably lost their faith in the system. This situation gained wider currency in the Niger Delta region, where oil exploration had further impoverished the people. The region produced the bulk of the wealth of Nigeria, yet the communities are highly undeveloped. Since 1965 when oil was discovered in Oloibiri, "the Niger Delta Basin has produced 30billion barrels of crude oil and about 30 trillion cubic feet of gas. Deep-water exploration commenced in the early 1990s and currently its reserves account for 39 percent of world deep-water reserves (Harriman, 2006)." Environmental degradation and lack of basic needs like good roads, potable water was the lot of the people. Notwithstanding the establishment of government agencies like the 1965 Niger Delta Basin Development Board (NDBDB), Oil Minerals Producing Areas Development Commission (OMPADEC), in 1992, and the current Niger Delta Development Commission (NDDC), there has been little to show, in terms of physical infrastructural development in the area to justify the quantum of wealth the region produced to the coffers of the federal government.

Eventually, "problems of legitimacy, transparency and mismanagement tainted by political jobbery have crippled these agencies that were established to deliver development in the region. This is aggravated by faulty institutional framework and poor technical and managerial capacity for effective programme delivery (Harriman, 2006)." Nigeria's oil revenue by 1980 stood at 25 billion US dollars (Mayer et al., 1996). Though there was a decline by the late 1980s, the initial proceeds from the oil boom were expended on projects with no positive impact on the economy (Mayer et al, 1996; Joseph et al, 1996). This triggered off debt and corruption. By 1989, Nigeria's external debt stood at 30 billion US dollars. By 1994, it rose to 36 billion US dollars, including the repayment arrears that were due at the end of the year. The oil boom in reality was nothing but a vehicle for no development. It was a source of income and yet a "source of dependence".

As Robinson (2004), has noted: "The Nigerian government exported 20 billion (US dollars) worth of oil last year, (2003) but its people still scrape by on an average wage of just a dollar per day oil money has often been wasted in kickbacks and bribes. The country's economy has struggled with years of mismanagement." Corruption is mainly a governance issue and is widespread around the world. It exists in all countries, cultures, and religions to different extents. Although there is no agreement in the literature on how to define the phenomenon of corruption, it is generally defined as "'the abuse of public office for private gain" (World Bank 1997: 8): Public office is abused for private gain when an official accepts, solicits, or extorts a bribe. It is 'also abused when private agents actively offer bribes to circumvent public policies and processes for competitive advantage and profit. Public office can also be abused for private benefit even if no bribery occurs, through patronage and nepotism, the theft of state assets, or the diversion of state revenues

The impoverishment of the Niger Delta area had begun since the first republic. Adaka Boro's struggle was a response to the situation (Darah, 1995). The extreme deprivation peaked during the years that followed the emergence of the Movement for the Survival of the Ogoni People (MOSOP), in the Abacha years, and intensified with the "judicial murder" of Ken Saro-Wiwa and eight other Ogoni activists. The people demanded an equitable share of the proceeds of oil revenues to improve their living and environmental conditions. An observer noted that: "The poverty level in the Niger Delta in spite of their oil keeps growing. The youths are aggrieved and radicalized by the activities of government and oil firms. No roads, water, light, schools, hospitals. People are tired of talking because nothing is coming out from many years of talking. So, the youths feel the only thing to do now to get the attention of government and oil firms is to become militant… I think the problem was created by government, which, for many years, failed to address the unacceptable poverty and total neglect of the oil-producing communities."

Political factor has led to stagnation, and alienation of the citizenry, causing a low level of system affects - the sense of belonging to and identifying with the political system (Mayer, 1996). According to (Kew, 2006): "The Nigerian government remains distant from serving the interest of its people. Politics at the federal, state, and local levels of the Nigerian federation are dominated by the powerful mandarin who built vast patronage networks during the military days and who now use political office to expand these networks and their personal fortunes. Moreover, many of these socalled "godfathers" have been cultivating personal militias to secure their positions, prompting a local arm race in some regions…even though several governors are under indictment for money laundering abroad and others are being investigated at home, the bonanza continues at public coffers for these power holders, while basic infrastructure in many parts of the country remains as dilapidated as it was under military rule"

This situation, as Ake (1995) has indicated, was the product of the pattern of state affairs in the developing world. According to him, the high premium on political power, and the attendant intense struggle for it, marginalized national development for the promotion of the personal interests of the political leaders. "Besieged by a multitude of hostility forces, most of the leaders in Africa are politically insecure. They are so completely engrossed in the struggle for survival that they are hardly able to address the problem of development (Ake, 1995)". It is instructive to note that the leadership problem in the Nigerian polity was a manifestation of the dysfunctional pattern of the years of military interregnum (Omo-Bare, 1996; Kirk-Greene and Rimmer, 1981; Mundt and Aborisade, 2005; Mayer et al., 1996; Joseph et al., 1996). The leadership pattern in Nigeria lacks the necessary focus capable of instilling national development and promotes political stability (Sklar, 2006). Rather, Nigerian leaders are

preoccupied with their desires for the appropriation and privatization of the Nigerian state (Sklar, 2006; Ake, 1995). The fall of the Second Republic, for instance, was precipitated by the pervasive corruption and, the attendant political violence that greeted electoral manipulations, in a bid to stick to power (Ayeni, 1988).

Similarly, the military coups and counter coups were also plagued by bad leadership, although their successors did not fair better. Consequently, development performance was slowed down, and political instability continued to pervade the polity, as focus was shifted to combat the looming forces of insecurity and internal regime instability.According to Ultrascan research, Nigeria contributes 95% of global internet fraud. Young people in Nigeria encompass a larger percentage of people seen in cyber cafés perpetrating the act internet fraud and cyber pornography. This is characterized by a lot of circumstances surrounding them, ranging from youth restiveness, incessant strike by teachers that leaves them less busy, lack of youth oriented programmes that would enable them participate in self and national development by government and stakeholders. Although, what constitutes young people's involvement in internet addiction largely depends on their low level of moral standards, peer pressure, lack of parental watch and care.

Waziri (2009) spoke about the horrendous level of corruption as being a threat to Vision 20:2020. Internet addiction is one of these corruptions that may shut the door of progress against the nation. This was why Aluko (2004) gave 17 ways of stopping financial corruption in Nigeria. One of these crimes according to him has to do with internet addiction. The global village currently records an increasing criminal behaviour. News of cyber criminal activities continue to fill the pages of the newspaper, it is central to world news and has become a global problem. There is hardly a place where computers and internet facilities are found that cases of crime are not recorded. New modes of operation are developing as the modern Global System for Mobile-telecommunication (GSM) or handsets are now used for browsing. A lot of young people are common among the perpetrators of these criminal activities. They spend hours browsing and sometimes stay awake all night to carry out their nefarious activities.

There is an association between economic hardship and children problem behaviour, such as aggression; experience of intense economic stress produce negative exchanges within the family. As negativity increases between the parents. Short tempered responses to children also increase (Skinner, 1992). According to Adegbite (1990) in the disadvantaged families parents tend to be indecisive, disorganized, apathetic, rejecting and have low self-esteem. They do not believe that they can control their children's life as well as theirs. They are likely to give their children immediate gratification rather than guide them toward a long-term gratification. How punitiveness to aggressive behaviours can all facilitate the development of aggression among children (Velisiwe, 2005). Velisiwe further says that child rearing in low income families encourages violence in three ways: encouraging children to respond forcibly to provocation, applying physical punishment such as spanking and lack of parental monitoring of children. Marshall (1992) found that children of low status parents are marginalized and reside in deteriorated neighbourhoods which bring staggering obstacles to achieve decency, dignity and well informed decisions.

Economic factor sometimes itself do not influence or cause internet addiction difficulties, but the collections of characteristics that define socialclass differences have influenced students' internet addiction (Harry & Klingner, 2007; Neito, 2010; Rothstein, 2004). Most economically disadvantaged students have effectively mastered the usual developmental childhood tasks of motor and language skills, and have learned the values of social practices of their homes and neighborhoods (Harry & Klingner, 2007); but they may not have learned particular forms of language or the ways in which schools use specific forms of language to the extent that their middle income peers have. Therefore, it can be assumed that students' failure to internet addiction may be explained by other factors. The amount of money that a family has should not influence how well that child learns (Rothstein, 2004). It is not out of place to imagine that parental economic background can have possible effects on the internet addiction of children in school. Whatsoever affect the development environment of children would possibly affect their education or disposition to it. Economic factors are one of such variables. When a woman's nutritional status improves, so too does the nutrition of her young children (Lisa, 2003). Rothestein has asserted as follows:

> "Parents of different occupation classes often have different styles of child rearing, different ways of disciplining their children and different ways of reacting to their children. These differences do not express themselves consistently as expected in the case of every family; rather they influence the average tendencies of families for different occupational classes"(Rothestein,2004).

Statement of the problem

As Nigeria progresses into the electronic age, this menace will loom larger and larger and must be dealt with. The perceived corruption expose everyone doing business both in Nigeria and the rest of the world to a great threat. Although, the menace is not given adequate attention among stakeholders in Nigeria because; they do not see its threat on businesses in Nigeria and Nigerians. This is a misconception interpreted based on the low level of Information Technology penetration in the country. Corruption's roots are grounded in a country's social and cultural history, political and economic development, bureaucratic traditions and policies. Tanzi (1998) argues that there are direct and indirect factors that promote corruption. Direct factors include regulations and authorizations, taxation, spending decisions, provision of goods and services at below market prices, and financing political parties. On the other hand, quality of bureaucracy, level of public sector wages, penalty systems, institutional controls, and transparency of rules, laws, and processes are the indirect factors that promote corruption. Corruption is mainly a governance issue

and is widespread around the world. It exists in all countries, cultures, and religions to different extents. Although there is no agreement in the literature on how to define the phenomenon of corruption, it is generally defined as "'the abuse of public office for private gain" (World Bank 1997: 8): Public office is abused for private gain when an official accepts, solicits, or extorts a bribe. It is 'also abused when private agents actively offer bribes to circumvent public policies and processes for competitive advantage and profit. Public office can also be abused for private benefit even if no bribery occurs, through patronage and nepotism, the theft of state assets, or the diversion of state revenues and as a results of this reduces economic growth, retards long-term foreign and domestic investments, enhances inflation, depreciates national currency, reduces expenditures for education and health, increases military expenditures, misallocates talent to rent-seeking activities, pushes firms underground, distorts markets and the allocation of resources, increases income inequality and poverty, reduces tax revenue, increases child and infant mortality rates, distorts the fundamental role of the government.

Purpose of the Study

The general purpose of this study is to investigate the effect of psychological predictors of perceived corruption among civil servants in osun state, Nigeria. Specifically the objectives of the study are to:

1) Examine the relationship that exist between the above factors (political, social and economic factor) and perceived corruption among civil servants in Osun state
2) Investigate the joint effect of the political, social and economic factor and perceived corruption among civil servants in Osun state.
3) Explore the relative effect of each of the political, social and economic factor and perceived corruption among civil servants in Osun state.

METHODOLOGY

Research Design

This study employed the use of sample survey design using ex-post facto method to achieve the purpose of the study. This is a type of design that seeks to establish investigation among variables by observation, which researcher usually has no control over the variables of interest and therefore cannot manipulate them. Usually, data are collected after the event or phenomenon under investigation has taken place hence the name ex-post facto. It is expected that the sample drawn would be generalized and inferences will be made on the whole population of the study. The variables were being observed as have been treated in their natural occurrence.

Population

The study's population comprises of civil servants workers in Osun State, Nigeria. The purpose of selecting this population is to study elements of people with common characteristics.

Sample size

The sample size consists of 200 civil servants workers that were selected from the population of all civil servants workers in Osun State, Nigeria. It is assumed that the selected samples have common characteristics or elements of the population of the study. Based on this, an inference was drawn and generalization was made on the population of the study.

Sampling Technique

Stratified random was used to select the sample size from the population of the study. This was done by breaking the population of the study into strata according to their socio-demographic characteristics. Also the stratification was done based on classification of participants from their various secondary school of study.

Instruments

The study made use of questionnaires to gather information from the respondents of the study. The questionnaire was explained in sections: section A to E. Section A taps information on the socio-demographic characteristics of the participants like sex, age, and so on.

Perceived Corruption scale

The questionnaire deals with Perceived corruption scale was developed by Menroe (1994) and was modified by Adegbite (1999) to suit our environment. This consists of 15 items with a response format ranging from Strongly Agree = SA to Strongly Disagree = SD. All the items were adapted for the study ($\alpha = 0.91$).

Economic Factor scale

Section C of the questionnaire deals with economic factor developed by Liu and Wang (2005) This consists of 20 items with a response format ranging from Strongly Disagree = SD to Strongly Agree = SA. All the items were adapted for the study ($\alpha = 0.91$). The researcher obtained an alpha coefficient of 0.90. Guttmann split – half = 0.78, alpha for part 1 = 0.81 while alpha for part 2=0.84. This implies that this section is also reliable for this study.

Political Factor scale

It is a structured scale. This consists of 15 items with a response format ranging from Strongly Disagree = SD to Strongly Agree = SA. The internal consistency after moderation of items ranged between 0.38 to 0.76 with overall coefficient of 0.88. The Guttman

Split-half coefficient observed was 0.78, equal length Spearman Brown was 0.73 and unequal length was 0.71. The coefficient for the first half (7 items) was 0.70 while the second half (8 items) was 0.72

Social Factor scale

This was adopted from Malouff , Hall , Haggerty , Cooper , Golden Dornheim (1998). It contains 15-item scale with a likert format ranging from Strongly Agree (SA) = 1; Agree (D) = 2; Neutral (N) = 3; Disagree (D) = 4; Strongly Disagree (SD) = 5. It is designed to measure role social factor plays on corruption in our working environment. Based on Cronbach's alpha, has been reported to range from .77 to .83 (Cooper , Golden Dornheim, 1998).

Procedures of Data Collection

The researcher began the administration with the help of research assistants among the staffs in each ministries. Explanations were made to the participants during the administration. Also orientations were made to the participants as regards the essence of the research and the procedure of administration. The researcher ensured them of confidentiality as the study did not intend to investigate into their privacy and the results of the findings will only be used for academic purposes. Questionnaires were distributed among the participants in each of the schools and instructions were given to them as to how the questionnaires were administered.

Method of Data Analysis

The study made use of descriptive and inferential statistics to analyse the findings of the study. This includes the choice of Multiple Regression Analysis and Pearson product moment correlation for independent samples. Multiple Regression Analysis was used to analyse the joint contribution and the relative effect of the independent variables on the dependent variable while Pearson product moment correlation statistics was used to test the relationship among the independent variables and the dependent variable.

RESULTS

Research Question I

What pattern of relationship exists between Societal factor, Economic factor and Political factor and Perceived corruption?

Table1 Descriptive statistics and correlations among variables

	Mean	SD	1	2	3	4
Perceived corruption	34.13	10.11	1.000			
Societal factor	19.46	6.96	.391	1.000		
Economic factor	17.61	8.65	.245	.056	1.000	
Political factor	20.62	7.19	.589	.009	-.054	1.000

Table 1 shows correlation between the identified factors and perceived corruption of workers. It was observed that Societal factor (r = 0.391, p<.05), Economic factor (r = 0.245, p<.05) and Political factor (r = 0.589, p<.05), had positive significant relationship with Perceived corruption of the workers; with political factor as having highest correlation values with Perceived corruption.

Research Question Two

What is the combined effect of the independent variables on Perceived corruption among the workers?

Table 2: Summary of regression for the joint contributing effect of independent variables to the prediction of Perceived corruption.

R =.828 R Square =.716 Adjusted R square =.632 Std. Error =10.536					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	40615.718	7	4061.572	25.039	.000[a]
Residual	371143.4	192	162.213		
Total	411759.1	199			

*P<0.05

It was observed from table 2 that a significant combined effect of the independent variables (Societal factor, Economic factor and Political factor) to the prediction of Perceived corruption among the workers yielded a multiple regression coefficient of R = .828, p<.05, meaning that the three factors predicted perceived corruption among the workers. The equation also showed Adjusted R

square of 0.632 suggesting that the independent variables accounted for 63.2% variation in the prediction of perceived corruption among the workers. It was revealed that the above variances are the explained variances within the scope of this study. This implies that the above independent factors contributed significantly, even though the percentage of the contribution was not evenly distributed. The other unexplained factors could be variables that are not within the scope of this study. The ANOVA result from the regression analysis shows that there was a significant combined effect of the independent variables on the dependent variable, $F_{(3, 192)} = 25.039$, $p<0.05$.

Research Question Three

What is the relative effect of the independent variables on Perceived corruption behavior among the workers?

Table 3: Relative effect of study variables to the prediction of Perceived corruption

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta	B	Std. Error
1 (Constant)	19.293	3.230		5.972	.000
Societal factor	.165	.070	.231	2.357	.035
Economic factor	.138	.070	.182	1.971	.050
Political factor	.192	.040	.431	4.800	.000

Table 3 above revealed the significant effect of each of the independent variables. It was observed that political factor has the highest contribution to perceived corruption among the workers ($\beta = 0.431$, $t = 4.800$, $p <.05$). This relative contribution to Perceived corruption among the workers was followed by societal factor ($\beta = 0.231$, $t = 2.357$, $p <.05$) and media factor ($\beta = .182$, $t = 1.971$, $p <.05$).

Discussion

In response to the research question which asks whether there is any joint effect of the independent variables on the perceived corruption of participants. The result shows that there was joint effect of the factors (societal factor, media factor and political factor) on perceived corruption; $R = 0.775$, $P<.05$. It was further revealed that 67.52% ($R^2 = 0.585$) variance in the school climate of adolescents was due to the prediction of the independent variables. The ANOVA results from the regression analysis also attests to the causal effect of the independent variables on the dependent variables; hence, the rejection of the null hypothesis. In line with this finding, a combination of variables like societal factor and media factor has been observed by Piersman and David (2009) on perceived corruption while the combination of variables like political factor and media factor have also been observed by Adekunmbi (2002) on perceived corruption among the participants. The result of the second research question on the relative effect of each of the variables has also been significant. In all academic work as a whole, it is revealed that the degree of societal and political factor involvement is very relevant to an actualization of perceived corruption of participants. This finding is corroborated by the study of Adekanbi (2006); Paul (2004); David (2002) who found that the above variables have independent effect on perceived corruption of participants. The first hypothesis, which states that there is no significant relationship between societal media and perceived corruption, was rejected. It was found that there was significant relationship between societal media and perceived corruption of the workers. The examples of societal factor is expected to occur only when there is mutual relationship between staff and customers in the organization and institution through this the students believe that they will be able to accomplish their goals in the future through societal support received from the staff person in the organization. The different perspectives through which corruption is viewed, notwithstanding, a common ground of opinion conceives it as the perpetration of a vice against the public well-being. Lipset and Lenz (2000), define corruption as an "effort to secure wealth or power through illegal means-private gain at public expense.Tanzi (1995) defines it neutrally as the "intentional noncompliance with arm's length relationship aimed at deriving some advantages from this behaviour for oneself or for related individuals." This definition takes care of the exclusion of vital issues, such as corruption in the private sector and in private activities. Tanzi believes that corruption occurs in every human endeavour and "often difficult to observe because acts of corruption do not typically take place in broad daylight" (Tanzi, 1998). Alatas (2006), briefly define corruption as a "situation where two people can act to increase their own pay-off at the expense of a third person". This does not mean, however, that an individual cannot perpetrate the act. The point here is that, most often, it takes at least two people to perfect an act probably conceived by an individual. Gray and Kaufmann (1998) define acts of social corruption to include "bribery and extortions, which necessarily involve at least two parties and other malfeasances that a public official can carry out alone including fraud and embezzlement." To them, it manifests in governmental activities through the "appropriation of public assets for personal use and embezzlement of public funds by politiciansand high-level officials." This finding is in line with Payne (2011) that societal factor is a significant factor to perceived corruption of workers. Findings from the second hypothesis which states that there is no significant relationship between media factor and perceived corruption was rejected. It was found that media factor is a significant factor to perceived corruption. Media factor is a positive relationship that exists between media official and masses or top official in society. Dike contends that corruption is a function of great inequality in wealth distribution, the perception that media offices are

the primary means of gaining access to wealth, conflicts between changing moral codes, weakness of social and governmental enforcement mechanism and a lack of a strong sense of national community. Gray and Kaufmann (1998), identify seven factors that engender corruption. These are the value of wages and salaries, presence of strong opportunities and awareness of how to perpetrate corruption, weak measures against accountability, population, natural resources wealth, lack of political will and indecisive pressure and assistance from the global community. These corruption- enhancing factors vary from one culture to the other and from one political system to the other. One key point to note, however, is that it is possible to identify an act of corruption when it is perpetrated irrespective of media or political background. Corrupt practices are obvious.

This finding is consistent with McMallan and Bishop (2001) who was of the opinion that media factor is a significant factor to perceived corruption of the workers, also go further that negative sponsoring of individual among media official (like blackmailing) with the journalist can positively affect their beliefs, motivation and enhance corrupt practices. The third hypothesis, which states that there is no significant relationship between political factor and perceived corruption of the workers, was rejected. It was found that there was significant relationship between political factor and perceived corruption of the workers. This is consistent with an assertion by Ribadu (2006) asserts that Corrupt public servants and others in the private sector bestrode the nation, masquerading as captains of business and power brokers with tainted and stolen wealth and demanded the rest of us to kowtow before them. The period of military regime was pathetic. Under them, corruption became the sole guiding principle for running affairs of state. The period witnessed a total reversal and destruction of every good thing in the country. Similarly, Adekanye, (1999) Corruption and bad governance were the two major reasons often cited by the military to rationalize their incursion into politics in Nigeria. However, the succeeding military regimes could not stem the tide of corruption, and insatiate good governance. Rather, with the wholesale deployment of force, the Nigerian polity passed through phases of deepening corruption and political instability. For a period of 29 years, the praetorian character of the Nigerian political system stifled the polity of all democratic ethos. The new set of political actors who had experienced military rule also imbibed an autocratic political culture, which provided a veritable environment for corrupt practices. These include the mentality of force, intolerance of opposition, and an unbridled appetite for wealth through the appropriation of state resources for private gain. Its leaders' appetite for the soul of the Nigerian state was exacerbated by government control of the resources (Joseph, 1996). Because of the enormous resources, government officials took advantage of the state machinery to manipulate collective wealth for their personal use. For instance, former military head of State, late General Sani Abacha "paralysed the machinery of governance and pauperized the citizenry in five years of dictatorship and frenetic looting (Tell, 2006). He was reputed to have stolen US$1.13 billion and 413million British pounds sterling, apart from US$386.2million defrauded through fictitious and inflated contracts. This, Ake insists, should ordinarily not happen to a state "because when they happen the state effectively ceases to exist as a state and compromises its ability to pursue development" (Ake, 1995). The Nigerian state is a victim of high-level corruption causing the retardation of national development and a ceaseless cycle of crisis arising from peoples' discontent against the government. Corruption became legitimized, especially during the Babangida and Abacha regimes (1998), with huge revenues, but wasteful spending, and nothing to show in terms of physical developments. The culture of corruption through what Nigerians have come to know as settlement syndrome became part of the country's political culture. All the positive values for development were jettisoned. Governmental agencies that were the pilots of socioeconomic developments were decimated. The decline in the education sector today has its roots in this period (Nwaka). The "kamikaze" plunder by military bandits reduced the "giant of Africa" to a comatose midget. As money flowed into Nigerian government coffers, military dictators went on a spending spree. They frittered away the oil bonanza on extravagant investment project" (Ayittey 2006).

Recommendations

Based on the findings of this study it is recommended that:

Social support should be enhanced among workers in their organization so as to reduce their perceived corruption among workers. Government and Policy makers are also encouraged to adopt good policy styles that would help lift the financial status of masses and this will reduce corruption acts in our societies or curb corruption practices to minimum level. There should be improvement in guidance and counseling services through expansion of counseling centres in organization, and above all, it is recommended that counselors themselves should be encouraged to attend workshops and conferences on guidance and counseling so that they may be conversant with the new trends in counseling practices on corruption acts.

Conclusion

This research work has established that, there is a positive relationship between social factor, media factor and political factor on perceived corruption practices. Positive relationships were also found between political factor and perceived corruption among workers. The independent variables, when combined together have positive effect on perceived corruption among workers. Nonetheless, there is need for replication and refinement of this work in the future.

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