Discovering Dimensions of Administrative Corruption in Education Sector

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Abstract- Administrative corruption has a long history in Pakistan which affected each public institution since its inception. Good governance in Pakistan never took a sigh due to Bribery in public sector and versatile Miraculous of Corruption in Public Administration. Administrative corruption possesses a multidimensional and complex phenomenon that has been created by numerous factors to affect at a wide range and each segment of society to be exhibited in a diversity of roles and traits. This study is considering significance of the subject and discovers the respondents' response and identifies the causes and consequence of this dilemma. The current research attempts to measure the administrative corruption in education sector in Sindh and it also encompasses the implications on education professionals' performance and their profession. For data analysis, sampling was derived from teaching, and non-teaching staff in education sector to construct open ended questionnaires and respondents' privacy was ensured to fill the survey items. For data collection, 203 respondents feedback was secured and analysis was carried out by means of SPSS. The self-constructed questionnaires were used and the findings of the study support the administrative corruption in education sector was faced by respondents in the form of agent and non-agent based corruption in the treasury and concerned offices in the education department. In this way, agent based corruption and non-agent based corruption maintain positive and significant relation with Administrative Corruption. Moreover, prevailing study also encircles implications and recommendation, limitations, and future direction.

Keywords: Administrative Corruption, Education Sector, Administrative System, Bribery

Introduction

Administrative corruption is a social phenomenon to be faced by all communities across the globe. It is the economic fundament which is used by misuse of administrative authority that emerges in the form of financial corruption, bribery, and embezzlement by public officials. Corruption implies the malpractices of power and decisions taken and supported a result based on an unfavorable solutions that becomes the cause of a moral degradation and violate the degree of valuation. An administrative corruption is the misuse of administrative authority, powers, and abuse of roles in public administration that can be initiated by staff and line officials, higher and lower hierarchy, superior and clients. Corruption is an illicitly again the public money that remained a widespread dilemma and proper public behavior becomes a chief factor of corruption saliency in the developing communities (Gould, et al., 1983). There are numerous studies proved the social, political, administrative, economic, and environmental implications of corruption (Ghsoub, 2018; Nwosu, 2018; Dimant and Tosato, 2017; Faisal and Jafri, 2017; Cartier, 2000). Corruption in public administration can become the cause of the detention of an efficient administration and effective provision of service delivery that can hamper good governance.

Corruption is a social dilemma and it has a widespread grip in the every government department in the Pakistan (Faisal and Jafri, 2017). Corruption in public administration in Pakistan directly and indirectly became the cause of poor governance and devastating implications on administrative performance in the form of transparency violation, hampered delivery of public mandate, emergence of non-rational criteria in public decision, and distorting process of institutions. Since a long history, numerous national anti-Corruption Strategies were designed to encounter corruption in Pakistan but all initiatives failed to meet the common goal of good governance and reforms and attempts brought a negligible improvement (Faisal, and Jafri, 2017; Shah, 2010). Pakistan nation always remains in a hope to a government with a promise to ensure accountability and materialize their sweet dreams to see the transparency, social equality, balance opportunities, and a true essence of good governance and democracy in the country. The dilemma associated with education system in Pakistan is to encircle the inadequate GDP investment on the sector, policy implementation failures, political interference, and corruption. Corruption in education sector is a dilemma to highjack the whole education system. Corruption in education administration also impacts on the professionals psyche to vitiate the work done flow and class outcomes.

In order to maintain the development, and growth of classroom performance administrative transparency is the dire need in which corruption, unresponsiveness, and delayed mechanism must be hampered and in administration experienced and professionals to be preferred and administration should try maximum to treat their teachers' with respect and without any discrimination (Rasheed, 2016; Blase, 2009). Here are some of the major causes of administrative corruption in Education sector in Pakistan:

- Political Appointments: In administration political recruitment surpassed its race and limitations in which negligible chances to a lower and middle class are fond to secure the job. In the education administration like Ministry, secretary, chancellors, Director, DEO, TEO, treasury, and all other concerned staff preserve the political sympathy and

affiliation to become a smooth way to be posted accordingly.

- Lack of Government interest: Government's poor interest is also another cause to promote administrative corruption and government never maintained a stable commitment towards fighting corruption in education sector in which scarcity of political will measured on the government's side.
- Lack of technological progress: scarcity of digitalization in administration is another factor to support the corruption where employees face the documentation process in the offices in which clerical corruption occurs. Employees concerned teaching and non-teaching staff in education sector were pressurized and delayed service deliver made compulsion to workers to face the corruption in the treasury and other concerned education sector offices which prevails in the form of ID opening of newly recruited employees, transferring, posting, and other related piece of assignments in a document process and validation.
- Low salaries: higher inflation and low economic incentives is also considered as a cause of the rising corruption in Pakistan but in real sense it stands on the competition of the increasing quality and standard living.
- Check and balance failures: Higher levels of bureaucracy and inefficient administrative structures: bureaucratic aggrandizement and administrative efficiency fail the measures to meet the bribery from a public sector.
- Salient corruption (Agent based corruption):
- Administrative monopoly:

Administrative corruption is an illicit commitment of a authority to an accountability minus. In this perspective, it goes to be represented as Corruption = (illicit commitment) + (Authority) – Accountability (C = IC + A – A). In the given equation C stands for corruption, IC for illicit commitment, A for authority and A indicates the accountability. The misuse of governmental power in personal benefits highlights the corruption which prevails in a political and administrative system of a country (Taghavi et al, 2011). Encountering corruption requires certain measures to meet the catastrophic dilemma in which establishment of administrative courts, promotion of administrative digitalization to emancipate employees from the paper work and routine presence in the treasury and all other concerned department in the education sector, designing timely inquiry commission and ombudsmen investigation relating to employees complaints and develop the strategy to encounter the agent based corruption where corruption flow saliently. In addition, simplification of administrative process and managing political influence at the bar can also become a fruitful to control the administrative corruption.

Corruption has numerous manifests in Pakistan that emerges in the form of Political, financial and corruption, Favoritism,

nepotism, and misuse of administrative authority. In the country, grand and petty prevail (Chene, 2008). The middle level corruption in the public offices is the leading factor to manipulate and catalyzes the lower and upper level corruption in Pakistan. In the middle level corruption always carried out at the government offices by general administrative staff as clerks, sub managers and general administration. The roots of corruption in the historical background meet the date back to British colonial period where colonialist rewarded lands to their loyalist that initiated its nepotism and episode of corruption (Awan, 2004). Agents play the role of assistant to collect bribe and hierarchical corruption is involved to institutionalize it (Sierra, et al., 2019). Hierarchical corruption has a deeply negative impact on the public administration and social welfare. In a survey conducted by international; transparency (TI) in 2013 police department in Pakistan has been recognized most corrupt public sector (eV, T. 2017; Javaid, 2010).Moreover, in a report Pakistan secured 139 ranks in corruption perception index (CPI) out of 180 in 2009 as released by Transparency International (TI) (Javaid, 2010). The immediate cause of corruption in Pakistan is an infortune leadership, dynastical politics and victimization, unregulated administrative paradigm, no administrative courts, administrative reforms and digitalization negligibility. Unfortunately corruption widespread in Pakistan and no office or a public sector is immune from it (Javaid, 2010). It has a widespread and reached every organ of the state to put its nails in legislature and judiciary even which ranked Pakistan 139th in the Comity of nations as given table represent the fact (Javaid, 2010). Since number of decades, people face the sever corruption and their dream of an Islam welfare state and good governance never fulfilled (Chandio, et al., 2019; Javaid, 2010).. Administrative corruption has a deep impact on the citizens and the dilemma requires the measures to eradicate the catastrophe from society in which recommendations urge the adoption of Electronic administration (E-administration) where it can reduce the paper work and delayed and clerical dominated documentation process can be helpful to encounter the clerical corruption. The adoption of digital and wireless based technology can assist to seize the corruption as enlisted below.

- It controls the nepotism, favoritism, and delayed administrative feedback
- The acceptance of technology can process the whole system by online means where misuse of power, administrative self-aggrandizement, and unresponsiveness can be calculated easily.
- Introducing administrative ethics and moral and social values in the society can be also assist to encounter bribery.
- Strong civil society, freedom of media, and a strong judiciary can also be useful to meet the administrative corruption

It is a difficult to assess the human behavior and control the corruption in a society where illiteracy is at its high level. The

ignorance of people towards law of land and their rights and position in the society is due rampant illiteracy and faulty educational system. People awareness can assist to eradicate the administrative dilemma in which quality education is the dire need to make society capable to dethrone the administrative corruption.

Literature review

Administrative corruption is the breaking and violation of ethical behavior and legal procedure and regulations of an administration (Taboli, et al., 2019). Moreover, corruption is being defined as the deviation and illegitimate of power and misuse of assigned occupational positions (Robins, 2005). In a hierarchical phenomenon of corruption, it flows at both levels group and individual level to cooperate to organize corruption (Carrillo, 2000; Bac, 1996). In the contemporary state system, administrative corruption is highly susceptible issue organizations to be faced by the dilemma. Administrative corruption becomes the causes of challenges, detention of transparency, and creates abnormalities to occupation which always emerge in the form of abuses of nepotism, social injustice, social deprivation, dissatisfaction, and confidential gape (Taboli, et al., 2019).

Whole system of education depends on the administrative efficiency, transparency, accountability, and consistency in education policies to match the quality education and productivity in the generation. Administrative corruption flows from higher to lower and lower to higher level in an organization that propagates with official tiers and hierarchy (Carrillo). Administrative corruption is developing different background to be approached as the prevailing study integrates and summed up it as below.

- Diverse backgrounds can be approached to apply the developed technique to derive the corruption of workers at work atmosphere and via agent based corruption.
- Agent and non-agent based corruption in the education administration is deeply associated with treasury department, and all concerned administration where employees related to education department particular teachers and non-teaching staff face the circumstances.
- Salient corruption is not a less than a culture in the education department where clerks' corruption is a dominant factor that results to slow down the service delivery in the form of documentation process of employees, self-aggrandizement, red tapsim, and administrative response gap.
- In education sector corruption mobility is based on the agent and Non-agent based corruption where clerical and clerical involvement also integrates the scenario with participative and non-participative corruption.
- Temperament and Human psyche tendency pursue to meet the greed based corruption and secure quality of life and match with competition.

- Lack of administrative accountability and check and balance of workers property and their concerned and close blood relatives where an employee always register their illegal properties to close relatives and friends. Consequently, bribery and all other illegal hoarding obtain a secure and safe zone to be protected.
- Low incentives and monopoly of power also encourage the administrative corruption.
- Lack of transparency and Discretionary Power create a smooth way to misuse the administrative authority.
- Political involvement and Power of influential people vitiate the administrative transparency and accountability that motivate the administrative corruption.

Agent based corruption indicates an indirect and non-participative corruption of higher and lower hierarchy or corrupt elements in the accumulating the bribery and meet the administrative corruption. Moreover, agent based corruption is a dominant and influential model in Pakistan society where since few decades agent works to collect the administrative corruption and bribe in the diverse purpose in the appointment, posting, joining and transferring (Javaid, 2010). Whereas at the grassroots level corruption flows at ebb of administrative activities to opening banking account, IDs unlocking and closing of an employee. The agent based technique facilitates corruption and it becomes a representative to build sound and salient corruption. The failure of educational policy in Pakistan always caused by the corruption and problems of bribery in education sector also a leading factor in these days (Tariq, et al., 2021; Ahmad, et al., 2020). The violation of accountability and transparency in education sector also supported with an illegal use of authority, higher inflation in the country (Kamal and Batool, 2020). Corruption in administration of public sector affects the administrative efficiency adversely that erupts the volcano due to moral degradation, scarcity of religious and administrative ethics, dishonesty, political recruitment, bureaucratic flaws, and maladministration practices (Chandio, et al., 2019; Kingsley, 2015).

Research Question

Q1: I face the administrative bribery in education department by means of third party in which agent played significant role in the revenue and all other concerned department in the education sector.

Q2: I face the agent and non-agent based corruption in the regulation of salaries and opening banking account and treasury to open my official IDs.

Q3: the delayed, unresponsiveness, and red Tapsim in the education department also became chief cause of the compulsion to meet bribery.

Q4: I face the agent and non-agent based corruption in the education department.

Agent based corruption is held by agents where agent assist the corrupt elements in the bribery. In this way, corrupts

possess agents to collect bribe and assist in their vested interests where a corrupt official does not directly ensure one's contact and third party play the role. Moreover, non-agent based corruption is carried out by an official to collect bribe from the customer or employee where a corrupt is participative him/herself. The main objectives of the prevailing study were to explore the administrative corruption in education particular in Sindh Province. In this way, extant research measure how a respondent affected and compelled by different concerned offices in the education department. Hence, there were two factors like agent based corruption and non-agent based corruption to impact the administrative corruption. Existing inquiry narrowed to District Kambar Shahdadkot in which respondents were belong to teaching and non-teaching staff and survey items were collected by means of researcher and his colleagues participation and an online based survey was also applied.

Hypothesis development and research question

H1: Agent based corruption has a positive significant relation with Administrative Corruption in Education Sector.

H2: Non agent based corruption has positive significant relation with Administrative Corruption in Education Sector.

Research design and Data Collection Tools

This research contained the cross-sectional study and followed the quantitative methodology. Population highlights the entire group to be investigated and data collection was derived from the teaching and Non-teaching staff concerned education sector. In addition, population was belong to district Kambar Shahdadkot, Province Sindh in which teaching and Non-teaching staff maintained their participation and their privacy was strictly maintained and survey items also filled in an anonymous means by the respondents in which their identification remained uncertain by means avoidance to fill their name and other concerned information. Data analysis was carried by SPSS version 24.0. The populations' sampling was confined to Sindh province in which single district was brought under investigation and 203 participants ensured their feedback and five points Likert scale was used for the collection of data in a criteria of the Krejcieand Morgan (1970). Furthermore, the contents of participants followed confidence and sustained on the volunteer basis and questionnaires distribution to participants made on the researcher personal visits and third party role was also adjusted and theses survey items administered in English language.

Data Analysis and Discussion

Existing study followed the cross-sectional and survey based research. The independent factors in present study develop hypotheses and maintain their relationship with the criterion variable administrative corruption. Existing study pursue the five points Likert scale that encircle the five options as (1) strongly disagree (2) Disagree (3) neutral (4) agree and (5) strongly agree. The existing study pursues the correlation and regression analysis to test hypotheses validity. In this

research, demographic characteristics of the respondents were gathered in which out of 203 respondents Male respondent were in majority N=187 (92.1%) as compare to female participants remained N=16 (7.8%). The age of participants was in high in number 25 to 38 (N=143, 70.4%) years and 38 to 50 (N=60, 29.5%) ranked secondly. Respondents qualification criteria matched with Graduation (B.A/BSc/ B.ed) in high rate to become N=138, (67.9) and qualification with Master and M.phil remained N=65 (32.0%). Moreover, job experience of the respondents meets with majority in 2 to 10 years N=146 (71.9%) and employees with job experience 10 to 20 years N=57 (28.0).

The standard deviation of all survey items remained greater than ± 2SD whereas Statistician of mean is above three. The multivariate correlation significance is concerned to find out the variables relationship. Thus, researcher carried out an investigation to meet the criteria of relationship of independent and dependent factors relationship by means of Pearson's correlation. At the 0.1 level results are to bet matched with significant relation which represents factors to support the model whereas one all factors positively correlated with the criterion variable which mention the positive impact of the agent and non-agent based corruption on administrative corruption in education sector. All variables s correlation sustains between (.478 to .588) whereas the correlation of the agent based corruption (.588) and non-agent based corruption (.468-.478) confirmed. In this study highest correlation materializes in the construct (.588) whereas non agent based corruption is the lowest one (.468-.478). The multiple regression analysis determines the influence of independent constructs with and a dependent determinant or tests the hypothesis. The regression test in the agent based corruption follows Standardized Coefficients values .328, t Value, 5.343, and sig becomes .000. Moreover, non-agent based corruption sustain the regression values as Standardized Coefficients Beta .265, t value 4.217, and Sig .001. In addition, 0.85 was calculated as Cronbach's alpha of the questionnaire. In this study 203 respondents gave their feedback as their participation supported to carry out this empirical study. Overall, agents and non-agent based corruption impact the administrative corruption in education sector and recommendation mentioned by them to cease gap and frustration to be faced by them.

The current study contains the ten survey items was filled by respondents of teaching and non-teaching staff brought in the use in order to interpret the respondents feedback to be faced in the form of a agent and non-agent based corruption to impact the administrative corruption in education sector. In the point of view of the concerned findings of this study designed the employees feedback and discover covering their opinion that the traits of administrative corruption in the education system. The limitations of this study includes to confine the research to investigate the teachers perception regarding the affecting of administrator behaviors on their performance whereas coming research should apply their initiatives to make the study more reliable, empirical and

broaden at country level. This study also encircles the limitation to relate itself in a Pakistan perspective particular in a Province of Sindh and follow the particular research design as cross-sectional study, voluntary participation and data from a single source have been applied. Reliability and validity issues may increase with information obtained from respondents through a questionnaire, which is based on the subject's self-report. Implications in the concerned study endeavors and urge more effort to Pakistan government to assure an effective and accountable administration, upgrade the teachers vitality in society, and provide equal opportunities and incentives to all other institutions in the country.

Conclusion

Administrative corruption creates Administrative behaviors to lower down the employees' performance because of violation of a transparency, an opened communication and bureaucratically treatment requires to be substituted with an open communication and adoption of rational methods to face prohibitiveness and obstructiveness. Lowering performance vitiate the education process and transmission of culture to new generation and it develops the state of mind like uneasiness, and dissatisfaction to profession and encourage the frustration, unhappiness, insignificance, violation of reliability, and unfriendliness to class environment and organization. Lowering performance of a teacher impact the whole process of educational transformation and it block the enlightenment diffusion in the society. Hence, for achieving goal of a quality education administrative bribery must be halted in order to motivate them to ensure the provision of knowledge and make easy to emerge the social enlightenment and awareness as the ideology of state and Islam support. Implications in the concerned study endeavors and urge more effort to Pakistan government to assure an effective and accountable administration, upgrade the teachers vitality in society, and provide equal opportunities and incentives to all other institutions in the country.

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