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PSYCHOLOGICAL DETERMINANTS OF ANTI-CORRUPTION BEHAVIOR OF CIVIL SERVANTS

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ABSTRACT

Corrupt behavior is a type of social behavior that represents actions and actions that affect the interests of individuals, social groups, communities and the whole society as a whole. The psychological determinants of anti-corruption behavior in their content are opposite to those that are characteristic of the psychological characteristics of corruption activities. They are expressed in the presence of respect for legal and social norms, the ability to self-control and responsibility in the presence of respect for legal and social norms. decision-making. This is typical for persons with a high level of development of conscientiousness, readiness to selflessly perform their official duties for the benefit of other citizens, unpreparedness for unjustified risk, anti-corruption type of motivation and anti-corruption value orientations.

Keywords: anti-corruption behavior, psychological determinants, conscientiousness, low level of egoism, overcoming corruption, psychological aspects of corruption, tolerant attitude to corruption.

Introduction

Anti-corruption behavior is the behavior of people (officials, citizens and legal entities) that prevents the formation of corruption factors and corrupt activities. Corruption is the abuse of office, bribery, bribery, abuse of power, commercial bribery or other illegal use by an individual of his official position contrary to the legitimate interests of society and the state in order to obtain benefits in the form of money, valuables, other property or services of a property nature, other property rights for oneself or for third parties, or the illegal provision of such a benefit to the specified person by other individuals or legal entities. The entire life path of a person and his worldview are inextricably linked with the norms of behavior adopted in society. Compliance with the norms of behavior is an important factor in the existence of human civilization, keeping it from a state of chaos. Corruption as a phenomenon of public life is immoral, contrary to legislation and the principles of professionalism, undermining the foundations of state security and damaging the legitimacy of the current government and, as a result, economically Czech development of the country as a whole [1].

To combat corruption, it is necessary, first of all, to influence its social roots, as well as the reasons that reproduce it. This determines the relevance of considering the psychological determinants of anti-corruption behavior and the mechanisms of its formation as a factor in the overall strategy to counter corrupt behavior.

Studying the materials of this topic, it should be noted the influence of the following factors on anti-corruption behavior:



- 1) Uncertainty. This is expressed in the fact that the client refers to some personal agreement with higher management and offers an amicable solution to the problem, otherwise, according to the client, the employee may have problems. Such situations cause a state of nervousness and doubts in the employee about the correctness of the refusal. In addition, most often the client speaks veiledly, does not offer a bribe in direct text, thus eliminating the possibility of being accused of provoking a bribe, he does not disclose the true goals of his request.
- 2) Surprise. The factor of surprise of a corruption situation is always present. As a rule, an employee cannot foresee in advance the emotional aspect of the actions of the corrupting person and the content of proposals that may arise on his part.
- 3) Novelty. Novelty is manifested in changes in the regulatory framework governing the activities of employees in relation to the norms of anti-corruption behavior. The novelty factor is also manifested in technical or legislative innovations in the work, which can create potential loopholes for corruption.
- 4) Lack of time. This factor is associated with the need for prompt adoption of an anti-corruption decision in the face of corrupt pressure.
- 5) Liability. Responsibility to management, to oneself and one's family, to the state. Responsibility to management is expressed in the desire to protect oneself from disciplinary measures, reprimands and official investigations. In addition, employees are aware that cases of corruption entail not just a blow to the reputation of one act caught in corruption or suspected of it almost all employees, as a rule, are aware of their responsibility. . Responsibility to oneself and one's family consists in the unwillingness to sacrifice personal safety, one's well-being and the well-being of one's loved ones, as well as to lose one's job and respect in society. Responsibility to the state is to realize the violation of the adopted legislation and the rules for the implementation of professional activities.
- 6) Excess information. Anti-corruption behavior is strictly regulated not only by the regulatory legal acts adopted in Uzbekistan, but also by memos with the rules of anti-corruption behavior. As a rule, employees do not recall the articles of regulatory legal acts themselves in the process of making an anti-corruption decision, recognizing the corruption situation intuitively, and make standard decisions about refusing a bribe. Excess information as a factor activity can also be expressed in communication with a client or colleague who can exert psychological pressure through threats, assurances, complaint requests or various arguments from the category of "What will you do for this? Who's going to know?"
- 7) Danger. Corruption situations are fraught with danger both for an employee who may agree to participate in them, and for a client who has a corrupting effect. An employee can not only lose his job, tarnish his reputation, but also be fined a substantial amount more than the size of the bribe, and even end up in prison. Employees, as a rule, are aware of the danger of a corruption situation and are not ready to take risks.
- 8) Risk: Corruption situations are associated with a high level of risk: an employee is not familiar with a client offering a bribe, can be exposed by colleagues or law enforcement officials if he is detained at the scene of a crime.
- 9) Standard /non-standard in decision-making. As a rule, anti-corruption behavior is based on solving simple tasks and making standard decisions, expressed in the refusal of further



communication with a person offering a bribe in the form of a hint. Nevertheless, often the employee is faced with a choice whether to report the corrupting effect on him to the management, because this will be followed by checks, the need to fill out documents, provided for in these cases. In addition, strong evidence of the fact of the offer of a bribe by the client (audio or video recording of the conversation, witnesses) is necessary, otherwise the client himself may accuse the employee of libel, putting him in a difficult position [2].

As the study showed, such psychogenic factors as the high intellectual complexity of the decision, the need to combine several types of activities at the same time, monotony and ergonomic factors do not have a significant impact on the formation and implementation of anti-corruption behavior.

In the system of regulation of combating corruption, a special place is occupied by anti-corruption standards of official conduct, established specifically for civil servants. Anti-application standards of the services are the provisions, technologies, stimulus, and the main technical and ethical needs to be monitored in the future.

Anti-corruption behavior is a set of actions and deeds expressed in the performance of official duties by an employee, the rejection of corrupt temptations in situations of professional activity. Anti-corruption behavior has a complex structure that includes interrelated components that determine the goals, methods and means of implementing an anti-corruption decision.

The emotional-volitional component of anti-corruption behavior is a high level of conscientiousness (ability to self-control, responsibility), which encourages the employee to stay within the established rules of anti-corruption behavior when difficulties arise to counter pressure from the corrupt person, and in a weakly expressed sense of egoism, contributing to resistance to corrupt temptations.

The motivational component of anti-corruption behavior is reflected in the predominance of the motivation of avoiding failure over the motivation to achieve success, which is expressed in the employee's desire for personal safety, and also includes unpreparedness for unjustified risk, contributing to the employee's rejection of corruption temptations and potentially dangerous personal initiatives.

The cognitive-value component of anti-corruption behavior includes value orientations towards social justice, equality, honesty, selflessness and conscience.

Studying the materials and articles on this problem, it should be noted that there is a significant positive correlation between anti-corruption behavior and conscientiousness: the more conscientious the employee, the more pronounced his anti-corruption behavior is. significant inverse correlation between anti-corruption behavior and egoism: the more selfish an employee is, the less prone he is to anti-corruption behavior. Correlation analysis showed that for anti-corruption behavior, the predominance of the motivation to avoid failure over the motivation to achieve success is of fundamental importance. The inverse correlation of anti-corruption behavior with risk appetite is reflected at the trend level [3]. The degree of risk appetite is negatively correlated with the motivation to avoid failure, which confirms the importance of the failure avoidance motivation for anti-corruption behavior, since anti-corruption behavior is characterized by unpreparedness for unjustified risk.



It should also be noted that there is a significant correlation between egoism and conscientiousness: the more conscientious the employee, the less developed his egoism. Anti-corruption behavior at the value level according to the classification of values of S. Schwartz corresponds to universalism (social equality and justice), conformity (obedience to the rules of official behavior and laws), security (concern for oneself and one's family, maintaining social order in society), kindness (selfless willingness to help and honesty) and tradition (observance of established rules, modesty). Corruption situations are accompanied by factors of uncertainty, surprise, novelty, lack of time, responsibility, overabundance of information, danger, risk and, in most cases, the standardity of decisions made by the employee, as shown by the system-situational analysis of the activity.

The main personal indicators of anti-corruption behavior include caution and restraint (as a response to associations of a corrupt situation with possible punishment), unwillingness to take risks (choosing a refusal as a solution to a corruption situation), the ability not to succumb to the influence of others (emotional pressure from a corrupt person), law-abiding (compliance with the law when making a decision), respect for management and the state (ideas about whether the situation may end for colleagues / subordinates, the rhetoric of an external assessment of the development of anti-corruption behavior among employees of a state organization is to reduce the number of cases of receiving or extorting bribes, transparency of activities and statistical data on corruption manifestations, reducing the number of corruption risks in professional activities [2].

Despite the existence of an anti-corruption legislative framework, it is impossible to overcome manifestations of corruption without a set of measures, one of which is the implementation of a psychological program to improve anti-corruption behavior. Improving the anti-corruption behavior of employees of a state organization has its effectiveness in improving and correcting the main psychological determinants of anti-corruption behavior in the direction of increasing their indicators. The main determinants of anti-corruption behavior are the level of conscientiousness and egoism, willingness to take risks, the type of prevailing motivation, the orientation of prevailing values, as well as general tendencies to manifest anti-corruption thinking, expressed in specific behavior.

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