



FEATURES OF THE FORMATION OF ANTI-CORRUPTION BEHAVIOR

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ABSTRACT:

The article examines anti-corruption behavior as a set of conscious actions to prevent and overcome corruption situations. It is noted that the basic grounds for the formation of anti-corruption behavior, as a rule, are the legal regulation and education of legal awareness in society. The main approaches to understanding the term "anti-corruption behavior", presented in the works of modern scientists, are considered.

Keywords: anti-corruption behavior, principles of anti-corruption behavior, formation of anti-corruption behavior, corruption, anti-corruption.

Introduction

Studying the works of researchers and specialists on this issue, it should be noted that despite the frequency of use of the concept of "anti-corruption behavior", this term does not have a common understanding and essence of the phenomenon. Most authors believe that this is the behavior of not only citizens, but also employees holding specific positions, as well as legal entities that prevent the formation of corruption-causing factors and corrupt activities [4].

The effectiveness of anti-corruption behavior lies in the personal attitude of the employee to other people and the world around him. The effectiveness of its activities will depend on how developed the negative attitude towards corruption in the management system of a particular organization is.

Anti-corruption behavior is manifested in the ability of an individual to understand the cultural origins of corruption and resist corruption pressure. This behaviour can be seen as an urgent necessity, as corruption has become widespread. In some scientific publications, anti-corruption behavior refers to compliance with anti-corruption standards in the event of conditions for corruption. Anti-corruption behavior" contains the following definition: it is a set of actions and actions of an official or group of persons carried out within the limits of the powers established by law, in the process of interaction with each other and the external environment, regarding the performance of their official duties and in order to actively counteract any manifestation of corruption. It is then a set of conscious actions to prevent and overcome corruption-prone situations [1].

The main qualities of a person who complies with the norms of anti-corruption behavior can be incorruptibility, determination, exactingness, openness, responsibility. Anti-corruption behavior is a set of conscious actions to prevent and overcome corruption-prone situations.

It should be noted that the experience of foreign countries in the formation of anti-corruption behavior is significant. For example, since 1958, "administrative morality" has been



introduced in the civil service, which is ethical and disciplinary norms. In England, a program is being implemented to establish the principles of honesty and integrity in all spheres of society. There is even an independent advisory Mitet on Standards of Conduct in State Activities. French law provides for liability for such a form of corruption as patronage. It refers to the actions of officials who are in charge of the distribution of orders and provide illegal benefits to a private enterprise. The Criminal Code of Germany expands the list of corruption crimes, and also introduces recommendations for compliance with the Code of Anti-Corruption Conduct. And Finland's anti-corruption principles – the transparency of the process of exercising power, the legality of public administration, the responsibility and integrity of civil servants – are enshrined in the Constitution. In Japan, since April 2000, the Law on the Ethics of Civil Servants has been in force, there is a register of persons against whom corruption charges have been brought.

Stating the studied materials of the authors on this problem, we can distinguish them in four main areas:

1. Socio-psychological direction. Efforts to promote anti-corruption behavior will fail if people become entrenched in the belief that law enforcement agencies cannot be trusted, and the participation of witnesses in the trial leaves them unprotected.

Corruption can be seen as belonging to a special type of social system. It should be noted that corruption is built on ordinary interpersonal relationships with friends, relatives, "trustees", "guarantors", etc. The formation of anti-corruption behavior in them leads to some difficulties, because they are very interested in maintaining these relations. Most often, the strengthening of criminal liability for corruption crimes does not frighten them, since their "share" they have already accumulated.

The problems of anti-corruption behavior are largely rooted in the sphere of the psyche of the individual and it is difficult to achieve anti-corruption behavior from employees only through the assimilation of knowledge.

The norms of anti-corruption behavior, acting as a personal construct, become a kind of beacon indicating the correct course of action of an employee of the organization, corresponding to his official duties.

The emergence of an anti-corruption personal construct is associated with the active formation of an idea of the norms and ideals of activity through observation of two types of behavior - corruption and anti-corruption. Polarity clearly shows what is "good" (opposition to corruption) and what is "bad" (participation in corrupt activities or aiding and abetting corruption).

In an uncertain situation related to the possibility of receiving a bribe, an employee within the framework of the "orientation - choice - execution" scheme must choose an anti-corruption personal construct. In case of deviation from this construct, the employee must be aware that not only his behavior is changing, but also his life and future associated with professional activity [4].



Thus, anti-corruption behavior in the socio-psychological aspect can be considered as a conscious and responsible performance of official duties, internal labor regulations, ethical requirements within the framework of the regulations and rejection of corruption temptations.

2. Regulatory direction. It should be noted that the formation of anti-corruption behavior largely depends on the state and quality of the regulatory framework governing anti-corruption processes, as well as preventive measures.

Any national legislation, as a rule, is an external reflection of social processes, but legal means of combating corruption are secondary. Anti-corruption behavior is associated with changes that must occur in the minds of people. The formation of such behavior depends on everyone. Encouragement of creative initiative, productive public discussion, intolerance to corruption offenses should become an integral part of the national culture.

3. Moral direction. The role of moral guidelines in combating corruption is recognized as an effective mechanism for the formation of anti-corruption behavior. Since a person works in a particular organization, anti-corruption behavior should be considered as an element of his organizational behavior. This is how a kind of moral and ethical infrastructure is formed, containing a set of tools that are used to regulate the behavior of civil servants and include anti-corruption legislation. Ethics commissions, created on an ongoing basis with the involvement of independent experts, can provide great assistance in the formation of anti-corruption behavior among employees of the organization. It should be noted that the implementation of moral and ethical measures in the formation of anti-corruption behavior among employees in any organization is a task of extraordinary complexity. It is important that the criteria for the effectiveness of its implementation are clearly defined, for example: the presence of documented rules and norms governing intra-organizational relations, the presence of those that do not contradict the goals of the organization, the formation of an orderly and predictable organizational environment for employees in which the "rules of the game" against corruption are known, transparent and stable [5].

4. Economic and managerial direction. As noted, corruption and the economy are inseparable. The first parasitizes, the second creates conditions for parasitism with imperfect legislation and lack of conscience among those in power. Anti-corruption programs play an important role in the formation of anti-corruption behavior. The formation of anti-corruption behavior among citizens is a task of national importance, therefore, it is necessary to familiarize the persons involved in its solution in detail with historical prerequisites for the emergence of corruption, forms of combating it, legal, philosophical, psychological views, culture of a particular historical period.

At the same time, we consider to consider one of the important facts of the formation of anti-corruption behavior - the motivational component of corruption interaction. The motivational component of any interaction contains knowledge about the internal external motivators of the subject to activity. Internal motives include those that are dictated by the desires and needs of the subject, and external motives are imposed on the subject from the outside.



In a study by D. Bailey in 1990, types of **intrinsic** motives were identified. These include career motives and motives of "habit" (or acceptance of corrupt interaction as the norm)[6]. Career motives include: the desire for rapid career growth, the need for respect from colleagues, the desire to improve the social level, the desire for income growth, the desire for power. Game motives were also identified (the subject perceives the situation of corruption interaction as a game, a situation of risk and increased danger, accompanied by strong emotions and experiences that bring new strong impressions to the routine process of work) motives of self-affirmation as persistent grounds for the manifestation of corruption interaction.

And the main motives of corruption interaction is one of the main internal motives for entering into corruption interaction. So the motive is leading if the subject has a tendency to illegal (including corruption) behavior. It is necessary to emphasize the danger of developing game motivation in situations of receiving bribes and with a tendency to corruption. Game motivation, which is part of a habit, which becomes a necessary source of energy, a "working" mood can lead to medical dependence on obtaining "additional income".

External motives include: corruption pressure and public tolerance for corruption. Corruption pressure is understood as a set of factors influencing the subject, leading to a situation of choice between abuse of power for personal gain or refusal of it. It should be noted that the path to corrupt behavior, as a norm, begins with small manifestations of the crime of legal prohibitions: up to violation of the rules of conduct in public places at school age.

Internal corruption motives include the following:

- self-interest (thirst for profit);
- career ambitions (desire to move up the career ladder);
- the motive of "habit".

Studying the materials and research of a number of authors, the following should be noted **about the peculiarities of the corruption-causing motive of self-affirmation:**

- persistence at the time of striving for the goal (i.e., during the period when the desired position or degree of power has not yet been achieved), a fairly rapid extinction after achieving the goal (approval in the desired position);
- the growth of the need for material goods and the increase in their value.

Thus, the main internal motives of corruption interaction include: self-interest, career motives, the motive of "habit", the motive of **self-affirmation**. The identified external motives of corruption interaction are as follows: corruption pressure, public example, social approval (public tolerance for offenses), social acceptance of the "comfort" of corruption interaction, avoidance of problems and bureaucratization.

The most significant and widespread motives for corruption crimes also included:

- greed (greed);
- a sense of impunity (confidence in the absence of punishment).

As the main motives for entering into corrupt interaction, which are predominantly of the internal nature of origin, the following are noted:



- emotional burnout. Burnout is a psychological state of emotional and physical exhaustion. With regard to corrupt interaction, emotional burnout can be its predictor if the potential benefit from the former can, in the opinion of the subject, become an incentive to overcome the latter.

- components of a propensity for corruption. A person prone to corruption is characterized by such features as: dissatisfaction with life, negative self-attitude, inadequate self-esteem. To these internal personal characteristics are added external conditions of instability.

Thus, the analysis of the research showed that the motives of corrupt interaction can be classified on two grounds: in relation to the subject of interaction and by the type of benefit from corruption. In relation to the subject of interaction, it is possible to distinguish internal and external motives of corruption. The main external motives of corruption interaction include: public example, comfort of corruption interaction, tolerance to corruption (social approval), avoidance of problems (acceleration of the process), corruption pressure. Internal motives of corrupt interaction: self-interest, career ambitions (including the motive of retaining power), greed, the motive of habit, the motive of self-affirmation, the game motive, a sense of impunity. According to the type of benefit, motives associated with obtaining material benefits are distinguished: self-interest, greed (greed), a sense of impunity, tolerance for corruption. The motives associated with obtaining intangible benefits include: career ambitions (including retention of power), the motive of self-affirmation, the game motive.

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