THE RELATIONSHIP BETWEEN UNCERTAINTY AVOIDANCE AND POWER DISTANCE BASED ON THE HOFSTEDE DIMENSIONS MODEL WITH THE PERCEPTION OF CORRUPTION
CASE STUDY: MUNICIPALITY OF AHVAZ

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Abstract

The present study was to investigate the relationship between Uncertainty Avoidance and Power Distance based on the hofstede model with the perception of corruption was in the municipality of Ahvaz. Method in this research was descriptive correlational. The population in this study was all employees of the municipality of Ahvaz that number was 4,435 persons, of which 2,756 were in the central the municipality of and regions and 1,679 people were working in subordinate organizations. Sampling, stratified random sample size was appropriate the reliability of the questionnaire surveys with 0.736 for distance, uncertainty avoidance and power. Corruption questionnaire with reliability 0.712. The results showed that the uncertainty Avoidance was significantly associated with the perception of corruption. While the relationship between the strength of the perception of corruption is not significant.

Keywords: Corruption, Administrative Corruption, Organization Culture, Uncertainty Avoidance, Power Distance

Introduction

Corruption is a complex phenomenon, multifaceted and has multiple causes and effects; Despite the complexity, difficulty and sensitivity of finding dealing with this problem, in recent years, extensive studies on the measurement of corruption, stating the reasons for committing it done

Corruption is a widespread sense that the range of behaviors and illegal activities unlawful, fraudulent, non-normative and maladaptive included,

Historically corruption in all spheres of political, administrative and private sector

Indeed, corruption is the main factor that impedes economic growth; reduce its legitimacy and political stability during impact.

Consequences of corruption, abuse of office in the form of problems and abnormalities such as job opportunities, bribery and embezzlement, fraud, favoritism, injustice, blackmail,
causing dissatisfaction for clients (beneficiaries), theft of property, sale of confidential information organization and others like it in individual, group and organizational emerges.

Although financial corruption in developing countries are more extreme [1] but this means there financial corruption in developed countries, studies have shown that about 60% of the interactions of people in Russia together, physicians, teachers are offered in about 28% of the connections have been made public by offering bribes.

Accordingly, we can conclude that the result of the erosion of moral corruption in organizations. Moral erosion initially through the financial system. Financial corruption by increasing the value of the company subsequently went bankrupt stocks of companies that were actually happened. Through bribery or corruption is generally done through bank loans. The most common way is it possible to get a bank loan financial corruption, there is the issue of resources makes it difficult to finance banks.

The absence of a stable legal framework, lack of democratic mechanisms, public opinion and civil society, tax system, poor performance, lack of market development and financial systems, partial privatization of state enterprises, destabilizing the government through constitutional manipulation by corruption is major underlying political elite.

For the Study and Prevention of Corruption, much effort has been done. The first step is to identify the causes and contributing factors and determine their relationship with the corruption. Although many factors contribute to corruption, but most especially the organizational culture plays a significant role in creating a culture of corruption organizations [2] the best way to deal with corporate corruption and anti-corruption policies, procedures are based on organizational culture [3].

You can set different cultures, including different levels, such as core values, norms, beliefs, aspirations, attitudes and human-made [4] Organizational culture as one of the most important management subsystem, especially in the most significant cultural organizations where it grows in value. With the adoption of the principle of shared values and beliefs, including elements of organizational culture and organizational culture are manifested [5] and values of the organization, the broad public interest, they are representative of the culture of the organization [6].

Reflects the high level of human resources. Desired organizational culture, the culture of the organization's mission and strategy of the organization. Cannot be denied that the consequences in the form of administrative corruption and misuse of malformations such as job openings, bribery and embezzlement, and asking a ransom, creating dissatisfaction, injustice, for the clientele (and interested), theft of property and funds an organization, email and confidential information sales organization of the group, so individual and shall be organized there.

Although the importance of paying attention to the crucial issue of corruption as an organizational health is raised but the necessity of paying attention to cultural organizations it is inevitable.

Today, meta-communication of environment change and cross-border, rising expectations and cultural needs of the people of a society on the one hand, and the growing trend of globalization and on the other hand, the question of citizens’ increasing awareness of corruption in relation to organizations such as municipalities that are directly linked with people more. Among the municipalities more successful when they can have the ability to earn, the creation, utilization, evaluation, preservation and development of the knowledge they possess.

Since the history of research shows there's a corruption between corporate culture there is a meaningful relationship is strong. So this seems to be the problem in cultural organizations such as the municipality is also notable.
History of research
Seleim and Bounties (2009) in the study of the purpose of a culture and cross-cultural studies in corruption by the national culture and the Hofstede model for understanding of corruption index showed between the value of the cultural and administrative corruption, there is a relationship. In other words, index, such as avoiding ambiguity and individualism gathering approaches, in the amount of administrative corruption of the Organization of an effective forklift. In this sense as the rate to be high rates of avoiding ambiguity and organizational corruption how much of each is the extent of corruption down the collectivism will be high [7].

Motascoo (2010) in a research with the aim of administrative corruption situation, social welfare, culture and religion in the EU indicates this topic is social welfare, fitted power distance, individualism, masculinity, uncertainty avoidance, and the influence of religion is significantly affected by corruption are put [8].

Zheng et al. (2013) are collected to evaluate the investigative role of the Bank in the new borrowing of corruption based on the model and assess corruption Hofstede found new and positive relationship between the collections of administrative corruption in lending there[9].

Research Methodology
The purpose of the research, the methods and practical solidarity. The statistical communities in this study, all employees employed in the municipality of Ahvaz, which number in 2014 year have 4435 been by the number 2756 people in the central municipality and regions as well as in the Septet 1679 people worked for the subsidiary organization activity are fitted.

Hypothesis Research
1- There is a relationship between power distance organizational culture with the corruption in the municipality in Ahvaz.
2- There is a relationship between uncertainty avoidance with the corruption in the municipality in Ahvaz.

Characteristics of Demographic
On based 84.2% on the forklift participants with the frequency of 533 people rated sex man and 15.8 per cent of the participants in the study, are rated 100 with an abundance of female sexuality

Reliability of Research Instruments

| Table 1- results of a questionnaire survey, component reliability Hofstede organizational culture |
|-----------------------------------------|-----------------|----------------------|
| Variable                                 | Components      | Coefficient of cronbach's alpha |
| Organizational culture                  | Power distance  | 0.714                 |
|                                         | Avoidance of Uncertainty | 0.709                 |
| perception of administrative corruption |                  | 0.712                 |

In table 2 correlation coefficient and the relationship between the dimensions of organizational culture Hofstede and corruption is shown.
Table 2 - dimensions of organizational culture with Pearson coefficient of administrative corruption

<table>
<thead>
<tr>
<th>Predictive variable</th>
<th>Criterion variable</th>
<th>Correlation</th>
<th>Significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Power distance</td>
<td>perception of administrative corruption</td>
<td>0.045</td>
<td>0.260</td>
</tr>
<tr>
<td>Avoidance of Uncertainty</td>
<td>perception of administrative corruption</td>
<td>-0.569</td>
<td>0.001</td>
</tr>
</tbody>
</table>

The results show that the amount of table 2 correlation between the distance of the power of corporate culture with the perception of corruption is that 0.450 employees with regard to the significant level of 0.260 test, this relationship is not fitted, meaning. In other words, the power distance between components with the perception of corruption, there is no significant relationship. But the results show, the table 4 according to test significance level (p) with the dimensions of the relationship between the perception of corruption remaining means of folks to be fitted. And with the increasing confusion aversion, perceptions of corruption also increased true.

Table 8 - results of the analysis of variance on a test of organizational culture dimension scores (power distance and Avoidance of Uncertainty) with the perception of corruption in Central and subsidiary organizations, municipal employees

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group</th>
<th>Average</th>
<th>Sum of Square</th>
<th>Degrees of freedom</th>
<th>F</th>
<th>Significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Power distance</td>
<td>Subsidiary organization</td>
<td>3.23</td>
<td>0.48</td>
<td>1</td>
<td>1.27</td>
<td>0.26</td>
</tr>
<tr>
<td></td>
<td>central areas of the municipality</td>
<td>3.17</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avoidance of Uncertainty</td>
<td>Subsidiary organization central areas of the municipality</td>
<td>4.29</td>
<td>22.79</td>
<td>1</td>
<td>76.71</td>
<td>0.0001</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As you can see in table 8, between the staff of the Organization, the Central Council and subsidiary areas of power distance only significant difference does not exist in other cases this is evident, significant differences in other words organization consequential for employees of Avoidance of Uncertainty and central municipality than the usher staff are tops. And the staffs of the central municipality and regions, thereby also 7 branches of the employees to subsidiaries for organization of collectivism, masculinity and the perception of corruption are more.

Discussion and Conclusions

According to the results was determined by the distance between the components of the power of corporate culture with the perception of administrative corruption, there is not a relationship of this section, the results showed a low power distance causes inhibition of the corruption was. On the cause would of be to monitor and decide on the point that "the municipal power distance has employees in the municipality, and also increase their ratio to the sincere people within the hierarchy of communication and administrative system is a barrier to the formation of the corruption in the organization. Meanwhile, outgoing data to
invoke whatever amount of ambiguity aversion on the rise between employees reduce corruption of true.

Organizational culture in the form of a plethora of common beliefs and values that the thought and behavior of members and the organization puts effect, can be used as a source for a healthy environment and access to administrative or official corruption that is the promotion of spatial referring to come.

It is worth noting, according to the results of the subsidiary organization with employees between central authority and power in terms of only 7’s distance there is no significant difference in other cases this is evident, significant differences in other words organization employees of subsidiaries of ambiguity aversion central municipality employees and more than 7 zones are branches.

Resources