

The Relationship of Organizational Health with Infractions and Administrative Corruption (Case Study: Isfahan's Real Estates and Documents Registration Office)

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Abstract

The present research performed with the purpose of investigating the relationship between organizational health with infractions and administrative corruption in Isfahan's real estates and documents registration office by descriptive method of correlation type. The statistical participants of this research were all 195 employees of this organization. Then, 120 were chosen to participate in present research by orderly random sampling method. As useful tools two questionnaires including 44 questions e.g. Hoy et al (1998) were used. The reliability and validity of standard of organizational health and questionnaire about infractions and administrative corruption were confirmed by experts. The reliability of questionnaires, organizational health questionnaire and administrative corruption questionnaire, were calculated 0.82 and 0.79 respectively by using Cronbach Alpha coefficient. Analysis resulting from this research was performed in two levels: descriptive statistics (distribution of frequency, percent, mean and standard derivation) and inferential statistics (Pearson correlation coefficient test, step by step regression test and variance analysis test including multiple variable (MANOVA). The result of this research showed that there is a significant relationship between organizational health with infraction and administrative corruption. Also there was a negative significant relation between organizational health in dimensions such as cautiousness, structural, resources' support, morale, scientific emphasis and permeability with employees' official disorganization. The results obtaining from step by step regression revealed organizational health dimensions and dispositional dimension was able to predict this administrative corruption.

Keywords: administrative corruption, official crimes, organizational health, state organizations

Introduction

Organizational health is an important factor connected to law, criminology and management that concentrates on suitable organizational situations to work. That is, places where people feel comfortable with regard to the intentions of organization and their abilities to operate the duty as a person (Hoy and Tarter, 2000).

In the view of Lynden and Klinge (2000), organizational health is a nearly new concept that doesn't include the organization's ability to perform the duties effectively but also the organization's ability to progress and improve. In healthy organizations, the employees are obliged and dutiful with high morale, open communicational channels and high achievements. A healthy organization is a place where people want to stay, work, glory, and they are effective and influential people.

Organizational health can have a positive influence on their performance through improvement of occupational relations and increasing the effectiveness of employees. The genius of the members can be recognized through organizational health and organizational purposes can be satisfied desirably by using them (Kathrine, 2007).

Many discussions have been expressed with regard to creation of a healthy state or desirable welfare in organization. One discussion is that the managers who try to respond to multiple pressure should respond to many problems.

The fast and continuous changes in economy, technology, occupations and structures of organization are challenges of management that have

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been paid attention a lot while the psychology of organizational health to control and decrease stress in work place has not been considered as an essential one. Therefore to perform researches about organizational health create an understanding of healthy behaviors in work place and recognition of problems which can contaminate the organization (Stamatios, 2005). Of course it cannot be said that organizational health is an absolute characteristic, because the organizations can be better and healthier with the creation of various progression of organizations. In spite of this, when employees work in unhealthy environments the negative results will create such as obscene from work place and being late and efficiency of organization will be faced with disorder. The purpose of organizational health is not only the lack of sick employee, but it is concerned with physical and mental health of the emotions of occupational force too.

Development of organizational health through employees' useful employment creates a favorable occupational emotion between employees and the health of occupational force increases the occupational performance continuously too. (Hackett & Byocio, 2006) According to the research of Saint Louis University (2006) organizational health tool is a type of tool to recognize deficiency in order to improve management and organizational efficiency can be investigated by recognition organizational health, too.

Parsoonez defines a health organization as follow: all social systems should reconcile themselves with surrounding environment to survive, develop and use connected resources to obtain their intentions. They should coordinate their activities and create motivations in their employees. As a result their health will be guaranteed (Hoy and Mishel, 2003). According to Dyois; an organization is healthy when the employees feel they perform a useful job and obtain an individual growth. They like and accept an encouraging job that provides internal consent (Hatam Pour, 2008).

Organizational health is defined by using seven dimensions that form the pattern of behavior and special interactions that are inside the organization. These dimensions are:

1. Institutional integration: This dimension refers to ability of organization in compatibility with environment in a way that preserves the Institutional and stability of its programs.
2. The effect of manager: It refers to ability of

organization to have an effect on its superior chairman and encourage them to pay more attention to organization's issues and not to be dependent to superior.

3. Continuousness: It is indicative to respect, mutual confidence, cooperation and support.

4. Structural: To structure the behavior of manager to determine occupational relations with employees defines occupational expectations and performance standards and the methods of doing things clearly.

5. Resources' support: It refers to providing basic materials tools connected to employees' job to execute determined material and clear response to the requests of clients effectively.

6. Morale: It refers to social emotion, openness and confidence between employees.

7. Scientific emphasis: It has been said that to extent that, an organization seeks scientific and cultural excellence and tries to obtain it (Alghiband, 1998).

According to this concept and dimension that was mentioned, it seems that the organizational health influences some of organizational variables and has no effect on some of them. These variables include official crimes which follow administrative corruption. Today disorganization and the guidelines to prevent it has allocated several speeches to itself as a prominent topic in law, criminology, social sciences and the management of organizational behavior. Another reason for its increasing importance in present organizational world is creating international organizations to provide indexes connected to disorganization and doing comparative studies. Administrative corruption has been mentioned as one of the important barriers of society's progress especially in developing countries.

This phenomena has created irretrievable hurts to the speed of society's development wheel and has prevented and limited development trend and progress paths and has created challenges in countries' development trend and has shaped problems and basic crisis in society. Therefore the countries have tried to prevent this phenomena through legal deeds and along criminalize and retribution in the district of official illegal activities. In Iran the record of law-making in this regard returns to official infraction act approved in 1993.08.09.

In this respect the legislator has predicted boards called investigating employees' infraction to consider official infraction. Act 8 of this law has

mentioned different types of official infraction as follow:

The actions and behavior against occupational or official dignity ,to break connected laws and regulations, to create discontent in clients or not doing or delaying their legal affairs, reason, to create insult and lie, extortion, embezzlement, prejudice or malicious actions, repeating the delay to come to service place or repeating to leave it without having permission, to act negligently in preserving governmental properties and documents and revenues, to create hurts to governmental properties, disclosing secret, official secrets and documents, having illegal relation and contact with foreign citizens, disobey execution superior authorities demands connected to official duties, skimp labor or negligence in doing given duties, negligence of bosses and managers in not delivering infractions' reports of the employees with the topic of presenting certification or report illegal things in official affairs, getting revenues in a way against determined way in rules and regulation or getting each type of property that is considered bribery in custom, delivering documents to people who have right to receive them, stopping work in determined official times, not observing Islamic veil, not observing Islamic positions and rites, hiding, keeping, carrying, distributing and buying and selling narcotics, using or being addictive to drugs, forging or destroying and retouching formal or governmental documents and papers , rerouting questions, papers, documents and test notebooks, disclosing test questions or exchanging them, giving grade or privilege against laws, not allowed absence periodically or repeatedly , having another governmental job except educational and research jobs, each type of illegal usage of position or occupational position and governmental facilities and properties, abusing official authority and position, arrest, hide, inspect or opening the pockets and postal or destroying them and overhearing without legal allowance, obstruction or skimp labor, and making damage to governmental properties, taking part in sanctuary , strike and illegal demonstrations or stimulate to create sanctuary, stride and illegal demonstrations and creating group pressure to obtain illegal intentions, membership in one of ignorant groups that have been recognized and rejected by Islam.

To create individual pressures to obtain intentions, to cooperate with destroyed Savak as an official or a resource of news and having activity or giving against people report, membership in orga-

nizations that their articles of association indicates rejecting divine religious or partiality and activity in favor of them, membership in pharamasonry organizations.

Also, in 9 articles called guarantee of infraction execution of above items has been expressed :

- a. Written warm without inserting in employed file.
- b. Written punishment with inserting in employed file.
- c. Decrease income and job's extraordinary or similar topics maximum until one third of month to one year.
- d. Temporary separation from one month to one year.
- e. Changing geographical service place for one to five years.
- f. Decrease position or deprivation of appointment to sensitive and managing posts in governmental sets and sets including this rule.
- g. Decrease one or two groups and / or delaying to bestow one or two groups for one or two years.
- h. Repurchasing service with having less than 20 years of governmental service for female employees and less than 25 years of governmental service for male employees with paying 30 to 45 days income of connected standard for each year by recognizing issuing board's idea.
- i. Retirement is the case of having more than 20 years governmental service record for female employees and more than 25 years governmental service record for male employees according to governmental service years by decreasing one or two groups.
- j. Dismissal of followed set.
- k. Continues separation of governmental services and sets including this rule.

In other countries there are similar rules in this respect such as a rule that observes strategy's adaption of struggle against Afghanistan's official disorganization which knows following activities as truths of official disorganization:

1. Bribery
2. Embezzlement
3. Documents' stealing
4. Illegal wasting of formal papers and documents
5. To break the legal limits
6. Prevent trend or disruption of justice's adaption.
7. Use of governmental facilities and formal

times in individual affairs.

8. Refusal and denial of duty without legal execute.
9. Hide the truth
10. Illegal increase of property
11. Deception of documents
12. Plagiarism of duty (pretend competency or execution or refusal from the things that a person is not obliged to them.)
13. Take each type of present in order to execute or refuse work in connected affairs.
14. Delay in executing given duty.
15. Not observing Seleucid rules of connected office.
16. To enter considerations such as trial, regional, religious, party, sexual and personal in executing given affairs.

There have been different definitions of disorganization in various societies according to attitudes and perceptions. The basis of disorganization in Latin verb "Roomper" meaning "break".

Therefore in disorganization, something is broken or prevented. This thing may be moral behavior or legal method or often official regulations. According to Gonar Mirdal's definition, disorganization is various form of derivation or executing personal power and illegal method or often official regulations (Safari and Nabei, 2002). According to Gonar Mirdal's definition, disorganization is various forms of derivation or executing personal power and illegal use of occupational post and position. (Dadgar and Masoumy Niya, 2005)

Based on other definition, disorganization is trying to get wealth and power by : illegal ways, personal profit with the price of general profit or abuse governmental power for personal benefits which is an anti-social behavior. (Moshfegh, 2010)

Along different definitions of disorganization, there are various categorizations for it. The main ones of categorization divide disorganization into political, legal, official and economical disorganizations. The common points of all of these categorizations are different types of disorganization results from interactions between politicians, bureaucrat and citizens (Khodadad Hosseini, 2001)

Between different types of disorganization the present article has considered and expressed official disorganization. From this view, official disorganization or bureaucratic refers to a behavior that the individual performs it outside formal basis of a governmental function's duties to obtain personal benefits and more welfare or better position.

(Rsooli and Shahaei, 2009) This doing or leaving it will have the topic "official crime" if it has been prevented according to law.

Hidden Heimer derides official disorganization into three groups: black, grey and white. Black official disorganization are actions that political groups and elites hate them. But people are indifferent about them, for example employees' weakness to execute laws having no popularity among people and just political elites believe in their usefulness is grey disorganization. Finally white official are actions which are apparently against law. But most members of society (both political elites and people) don't consider it harmful and important that they want its agent's punishment. For example it can be referred to convince at affairs which break the laws and they have lost their necessity based on social and cultural changes. (Abbas Zadegan, 2004)

Disorganization has many bases and reasons but it showed be known that it's the largest and prominent reason in cultural dimension. There are cultural factors which are effective in forming and developing disorganization in official system such as weakness of moral beliefs and human values (Jeddi, 2010) decrease of occupational conscious' level and social discipline in society (Dadgar and Masoumy Niya, 2005) developing individualism (Fazel, 2008) weakness organizational culture amongst managers and employees (Amolli and Azizi, 2007) disharmony among values and the ways obtaining luxury – oriented, consumerism, seeking increase and collecting property and the existence of inter – organizational loyalty culture and dominance of relations on conventions. (Farahani, 2005)

Making theories connection to administrative corruption has showed that this phenomenon can be considered from several dimensions. In a theory connected with bad apple disorganization is considered in individual level. Connected to theory, the reasons of disorganization are searched in individuals with bad characteristics. Casual chain is a bad characteristic of the agent of corrupt activities. In this theory the basis of corrupt reasons are in characteristics of bad individuals and background of criminal activities when the concentration is on bad characteristics of employees. The clear assumption is that the moral is determiner of behavior and therefore the wrong and false values are the reasons of corrupt. (Zahrani, 2005) Other theory is called correlation theory. This theory emphasizes the collections of individual, organizational, politi-

cal and social factors and its considerable variables are individuals, organizational, political and social variables.

Huberts(1998) one of this theory's followers believes that organization is connected to individual values and norms, lack of commitment, honesty of employees related to managers and organization and its problems and defeats. In ethical theory, the countries divided according to ethics have more tendencies for disorganization (Mauro, 1995) One reason of relation between lingual nationality and disorganization can be resulting from dependency to a government and obedience of it. Therefore in divided societies according to ethical nationality, the government employees and politicians will use their positions to gain their ethical group. Another probable reason is in divided societies according to ethical and cultural nationality, public commodities are presented in low amounts and following it dependency to government to obtain basic services that can be effective to appear disorganization.

In democratic theory, there is a negative relationship between democracy and corruption. Because the corruption follows individual benefit or minority while democracy considers the benefit of majority (Bohara et .al ,2003)the theory of rare resources believes corruption relates to access to rare resources. If government controls such resources and decreases the efficiency of free market, corruption will relate to government's activities.

The natural resources as rare resources in hands of shareholders provide a chance for their owners to have an effect on policy makers (La Porta et al, 1988)

Related to the topic of present research as an issue for many countries, several researches have been done. The researches of Safari and Naebi (2002). management and programming organization of GholiPour (2006) , Daneyee Fard (2005) and Salehi Amiri (2007) relating to administrative corruption including internal researches and Hwang research (1996) relating to administrative corruption in South Korea, Cheung (1996) is one of performed researches relating to research's topic in outside of country. According to what mentioned the present research intends to consider the relation between organizational health and administrative crimes and corruption in one of governmental organizations of Isfahan.

It is needed to mention according to some writers' view administrative crimes and infractions are different. The explanation is that in retribution laws before Islamic Republic of Iran, crimes were divid-

ed into three parts:

Crime and sin and offence. Therefore offence was considered to be one of crimes' evidences. But they were different about harmful effect of committed action and as a result their punishments were various but in general infractions of any type were considered to be one of the evidences of crime. After Republic's victory and main change in retribution law, this division changed too and crimes were derived into limit and retaliation and debts and suspended and preventing punishments. In this division there was no place for infraction publicly and it was not clear in which law's divisions these infractions are. In the following, the differences between crime and offence will be referred to world's meaning. With respect to inclusion, crimes are actions or abandoning actions that all social people do without exception and there are no difference among occupations or social different groups and categorizations about actions which are called crime. For example the stealing crime or premeditated murder have been defined in the same way for all people in society in every situation but administrative infractions are related to employees of government which form a special group. All people of society may commit to crime without considering social position but among them only the employees of government commit to administrative infractions. The retribution of public and specialized crimes are different from infractions retributions about this type and often crime retributions are more severe than administrative infraction. In addition diversity of crimes' retribution are more than diversity of administrative infraction and this issue is as a result of inclusion's extension of crimes regarding administrative infraction. On the other hand, the crimes' retribution is related to individuals' body, soul and freedom or refract to individuals' body and soul.

In laws it has been observed that no infraction retribution can be stopped, for example a guilty employee. The point that the purpose of executing retribution for crimes is keeping society in economic and cultural and political dimensions is another difference. Also the retribution of crimes follows the damage that has been created by committing the crime on society's body on one hand and victim, on the other hand; while the purpose of retribution in administrative infraction is recovering the damages that have been created by committing offence towards office or employees and clients.

Improving society is not the primary purpose of retribution and administrative infraction but im-

proving the official is its primary and basic purpose. In administrative infractions no infractions can be ignored but the incidence rate and retribution may be variable. While in the same crimes, ignorance has been predicted by victim and it is who controls the destiny of retribution.

In administrative infraction, intentional of infraction's commitment is not mentioned but committing it whether intentional or unintentional is infraction itself and it is punished. But for observing justice and there is a difference between with-grudging and without-grudging often carelessness has been predicted in administrative infraction.

Often carelessness has had unintentional basis and results from feebleness and ignorance occupational duties and rules. In public crimes intentional and unintentional element has many direct effects on executing and the type of retribution.

Another difference is beginning crime and infraction. In current laws, beginning crime is an important and considerable issue and special legal materials have been allocated to it but in administrative infraction; beginning infraction has no legal place and there is no attention to it and this beginning will not be punished if it is recognized lonely. From the appearance of laws connected to administrative infraction it can be perceived the concept of beginning infraction is not administrative retributions and if it can recognize the deeds as beginning infraction the same deeds have special topic "administrative infraction "independently and they are punishable not because they are the introduction of infraction or the beginning of infraction's commitment but because they are against administrative regulations and are called infractions. Therefore, it can be said that there is no beginning for infraction in administrative infraction basically.

Also, there are different and shaped substantive differences between retribution procedural law which has been designed for investigating crimes and the law investigating administrative infraction with respect to shape. Another difference is the administrative infraction are not included in passing the time.

Each time and after passing years when the office becomes aware of employee's infraction can begin investigation and sentence the guilty employee. Passing time was predicted in retribution and administrative laws before republic. It was in such a way that in article 7 of law investigating administrative infraction before republic (now abolished), the period of passing the time was two years for administrative infractions and if the pursuance of guilty

employee was began but was not followed until two years and there was no sentence issuing from administrative courts too, the guilty one was not followed any more. In 1998. 27. 02 with two articles improving law and attaching one article and one note to Islamic retribution law restitution of prestige was accepted and called removing effect or destroying effects.

In contrary, passing the time has been accepted in crimes before republic and later in civil procedure law. With respect to cooperation in committing crime, cooperation in sin and crime will be persuaded and it will not be persuaded in crimes related to guild the reason is that the same actions that are performed by another one as an assistant in administrative guilt are guilt independently and will be punished separately and without considering its effect in another one's deed who is a supervisor. For example it cannot be known that an employee a follower of assistance and supervisor's relations while he uses assistance of archivist who accesses to personnel's records to expose occupational secrets and it cannot also be known that the archivist, an assistance and other employees and a supervisor because for each deed there are administrative infractions and can be punished separately.

Objective of the study

The objective of this study is to determine the relationship between dimensions of organizational health with infractions and administrative corruption. The secondary purposes are as follows:

1. To determine the relation between internal integration dimension from organizational health and infractions and administrative corruption.
2. To determine the relationship between considerateness dimension from organizational health and infractions and administrative corruption.
3. To determine the relationship between initiating structure dimension from organizational health and infractions and administrative corruption.
4. To determine the relationship between resources' back up dimension from organizational health and administrative corruption.
5. To determine the relationship between morale dimension from organizational health and infractions and administrative corruption.
6. To determine the relationship between scientific emphasis dimension and infractions and administrative corruption.
7. To determine the relationship between per-

meability dimension from organizational health and infractions and administrative corruption.

8. To determine the difference of respondents' ideas in organizational health dimension according to demographic factors (gender, job experience and

9. To determine the difference of respondents' ideas in administrative corruption dimension according to demographic factors (gender, age, job experience)

Materials and Methods

Population and sample

The purpose of this research is produced and has descriptive method of correlation type, statistical society in present research include all employees of Isfahan's real estates and documents registration organization who are 395. 120 people were chosen to participate in present research by random sampling method connected to volume.

Instruments

In present research, two questionnaires were used to collect needed data as follow:

Organizational health questionnaire: In the present research Hoyet.al's standard questionnaire was used which included 44 questions in six degree scale (never, very, little, little, somehow, high, very high) with grades (1, 2, 3, 4, 5, 6) respectively to collect data about organizational health.

Table 1. Organizational health dimensions

Dimensions of Organizational health	Questions
Institutional integration	1-5*-9*-13*-17*-24*-38*
Consideration	22-25-29-30-31
Initiating structure	19-33-37-39-40
Support	3-7-11-15-20
Morale	23-26-27*-28-34-35-36-41-43
Academic emphasis	4-8-12-16-21-32-42-44
Influential principle	2-6-10-14-18*

Results

Research question 1: Is there a relationship between the organizational health and its dimensions with the administrative infractions and corruption?

The findings of the table 3 show that the correlation coefficient is meaningful between the organizational health and administrative corruption. That is, there is a meaningful relationship between the organizational health and administrative corruption. 13.5 percent of variance of the organizational health has been common to the administrative corruption on the basis of the determination coefficient (r^2). Therefore the main theory confirms that there is a relationship between the organizational health and administrative corruption.

Table 2. The correlation corruption between the organizational health and administrative infractions and corruption

Standard variable	administrative corruption		
statistical indicator predictive variable	the correlation coefficient	The square of the correlation coefficient	The meaning level
The organizational health	-0.368	0.135	0.001

Research question 2: Is there a relationship between the dimension of the organizational health and administrative corruption?

Table 3. The correlation coefficient between the dimensions of organizational health and the infractions and administrative corruption.

Standard variable	administrative corruption		
The correlation coefficient	The square of the correlation coefficient	The meaningful level	
Intuitional integration	-0.244	0.060	0.007
Consideration	-.0260	0.068	0.004
Initiating Structure	0.258	0.067	0.005
Resources Support	-0.225	0.051	0.015
Morale	-0.284	0.081	0.002
Scientific emphasis	-0.248	0.062	0.006
Influence principle	-0.306	0.094	0.001

P < 0.01 P < 0.05

The findings in the table 4 show that correlation coefficient is meaningful between the institutional integration from the organizational health and administrative corruption. That is, there is a meaningful relationship between the institutional integration, the organizational health and administrative corruption.

6 percent of the variance of institutional integration from the organizational health has been common to administrative corruption on the basis of determination coefficient (r^2). So the first theory confirms that there is a relationship between institutional integration from the organizational health and administrative corruption.

In addition, the correlation coefficient is meaningful between consideration from organizational health and administrative corruption. That is, there is a meaningful relationship between the consideration from organizational health and administrative corruption. 6.8 percent of the variance of consideration from organizational health has been common with administrative corruption, on the basis of the determination coefficient (r^2).

So the second hypothesis confirms that there is a relationship between consideration from organizational health and administrative corruption. The correlation coefficient is meaningful between the initiating structure from organizational health and administrative corruption.

The finding of the table show that the correlation coefficient is meaningful between resources support from the organizational health and administrative corruption. 5.1 percent of the variance of resources support is on the basis of determination

correlation (r^2).

In addition the correlation coefficient is meaningful between the morale from the organizational health and administrative corruption. So forth theory confirms that there is a relationship between the resources support from organizational health and administrative corruption. Also the correlation coefficient is meaningful between the morale from organizational health and administrative corruption. There is a meaningful relationship between the dimension of the morale from organizational health and administrative corruption. 8.1 percent of the variance of morale from organizational health has been common to administrative corruption on the basis of determination correlation. (r^2)

So the fifth theory confirms that there is a relationship between morale dimension of organizational health and administrative corruption. The findings of the table show that the correlation coefficient is meaningful between scientific emphases from organizational health and administrative corruption. There is a meaningful relationship between scientific emphases from the organizational health and administrative corruption. 6.2 percent of the variance of the scientific emphasis from organizational health has been common to administrative corruption. So the sixth hypothesis confirms that there is a relationship between the scientific emphases from organizational health and administrative corruption on determination correlation (r^2)

Research question 3: Is there a multiple relationship between dimensions of organizational health and administrative corruption?

Table 4. The correlation coefficient between the dimensions of organizational health and the infractions and administrative corruption.

statistical indicator basis variable	the predictive variable	The multiple correlation coefficient	The square of the multiple correlation coefficient	The square of the multiple adjusted correlation coefficient	F correlation	P
the administrative corruption First step	Institutional integration	0.342	0.117	0.001	14.029	0.001

As the findings of the table (5) show that the best prediction of administrative corruption in the first step has been institutional integration. The studying variables in Regression. The relationship between institutional integration and administrative corruption has been meaningful on the basis of the results regression step by step analysis. So, in

the first step, the coefficient of the institutional integration dimension explains 11.7 percent of variance from administrative corruption. The observed F has been meaningful in the level of $P < 0.01$. So regression is generalized to statistical population.

The findings of the table 6 show that when the Beta correlation increases one unit in the dimen-

sion of the institutional integration, it will decrease administrative corruption, administrative corruption decreases 0.342 unit.

The findings of the table 6 show that when the Beta correlation increases one unit in the dimension of the institutional integration, it will decrease

administrative corruption, administrative corruption decreases 0.342 unit.

The prediction equation of the eight research questions shows in the following:

Administrative corruption = fixed coefficient (110.280) + institutional integration

Table 5. The table of Beta correlation in the prediction of administrative corruption

Basis Variable	The predictive variable	The coefficient Of non-standard Beta	The coefficient Of standard Beta	T coefficient	The meaning	
The official corruption	The first step	-1.018	0.272	-0.342	-3.746	0.001

Table 6. A variable drops out of equation in regression for the prediction of administrative corruption

	Beta	T	The meaningful level
The first stage	Consideration	0.120	0.436
	Initiating Structure	-0.098	0.529
	The social influence	-0.002	0.990
	Resource support	-0.010	0.933
	Morale	-0.035	0.802
	Academic emphasis	-0.131	0.401

Table 7. The relationship between consideration, initiating structure, resources support, and morale

Source	The sum of Square	DF	The square mean	F	Sig.
Sex	83.518	1	89.518	0.243	0.634
age	417.747	3	138.582	0.376	0.761
degree	993.865	3	331.288	0.898	0.447
Job experience	464.861	4	116.215	0.315	0.867

As it is observed in the table 7, the relationship between consideration, initiating structure, resources support, morale, academic emphasis and administrative corruption it is meaningful.

Research question 4: Is there a meaningful relationship between the personnel responses in the organizational health on the basis of demographic variables (sex, age, academic paper and job experience)?

The written results in table 8 show that there is a meaningful relationship between the personnel ideas in the dimension of organizational health on the basis of variables of the sex, age and degree.

Research question 5: Is there a meaningful relationship between personnel responses in the dimension of administrative corruption on the basis of demographic variables (sex, age and job experience) ?

The written findings showed in table 8, indicates that there is no meaningful relationship between personnel ideas in variables dimension of administrative corruption on the basis of sex, age, degree and job experience.

Discussion and conclusion

Is there a meaningful relationship between or-

ganizational health and administrative infractions and corruption?

The findings of table 7 show that the correlation coefficient is meaningful between organiza-

tional health and administrative corruption and infractions. There is a negative meaningful relationship between organizational health and administrative corruption.

Table 8. Multivariate analysis of administrative corruption on the basis of variables of sex, age, degree and job experience

Source	The sum of square	Free degree	The square mean	F	The meaningful level
Sex	2058.637	1	2058.637	1.053	0.309
Age	583.926	3	194.635	0.100	0.960
degree	756.299	3	252.100	0.129	0.943
Job experience	217.450	4	543.363	0.278	0.891

13.5 percent of the organizational health variance has been common to administrative corruption on the basis of the determination. So the main hypothesis confirms that there is a relationship between organizational health and administrative corruption. The relationship between every dimension from organizational health dimensions and administrative corruption explains in the following:

Is there a meaningful relationship between dimensions of organizational health and administrative infractions and corruptions?

Results of the relationship between dimensions of organizational health and administrative corruption show that there is a negative meaningful relationship between all dimensions of organizational health and administrative corruption.

Institutional integration shows that situation in which organization units with its environment. In addition Institutional integration indicates to organization abilities to adjust with its environment in a way that it maintains integration and all its programs. In Institutional integration, personnel protect against outside irrational desires and pressures, and the organization doesn't break against the pressure, furthermore; integration explains that high management of organization confronts with outside destructive powers. In this situation, organizational management can have an impact on bosses and supervisors. It also attracts their attention to the organizational problems.

In addition, a manager cannot confront with administrative hierarchy and he isn't dependent of his superiors in the situation of Institutional integration. The organization management and personnel can resist irrational demands of customers and outside stockholder. They react when the en-

vironment demands oppose to organization goals. Therefore; organizational health can protect itself from administrative corruption.

Regarding the relationship between the consideration dimension and administrative corruption, it should be said that the sincere attention should be paid to personnel as a professional colleague. It can be expressed that this measure as "relationship adequacy". The relationship adequacy is the relationship without distraction horizontally and vertically. In addition, consideration point to the manager characteristic to recognize the colleagues' partnership. This characteristic points to the behaviors that show the confidence, reciprocal respect and support. Consideration emphasizes to make effective human relations, to improve organizational relationship, to do the partnership leader and to cooperate. When the organizations use consideration, it can be seen that the open space, responsible personnel, productivity and commitment to the organization, adaptive culture, teamwork and participation in making decisions.

Furthermore, consideration dimension, organization management is flexible and can accept other ideas logically. It can avoid untimely resistance about other ideas. That is, management accepts other people. It is considered about negative and positive ideas of personnel and then decided about them.

In addition, it considers its foundation and does not consider the personnel negotiation. Furthermore, consideration manager is a person who has a positive attitude to himself and other people; he can make a friendly relationship with everyone in the organization. He uses their ability, aptitude and skills to solve the problems. The most important

preventive factors of consideration in an organization are reciprocity, consistency, reciprocal awareness, survival and equilibrium, of the basic principles of consideration in the organization and to be pessimistic about the problems, expectancy and prejudice, lose and win morale, the evasion of the fact; autonomy, lack of readiness for change, having negative attitude and lack of cooperation with improvement designs and to strengthen of human relationship. So the conclusion is that the prevention of administrative corruption depends on the bases, such as consideration. Therefore relationship between these variables is meaningful.

The dimension of imitating structure from the organizational health indicates the work relations, job experience, functional standard, doing methods and characteristics of work environment. In this situation, the person defines his role and subordinate to achieve the goals, he also explains his goals while he plans, provides the timetable, experiments new ideas, arranges group activities and so on. In this condition, the manager does his role effectively. He describes the duty role of the person's position in a special organizational situation.

The organization manager relates to other personnel through environment initiating structure in different ways. The manager is a communicator of information and harmonizer roles and he leads activities. The manager uses other duties in organization initiating structure such as, an information distribution, a spokesman, a negotiator. He serves his expectancy to the personnel in education group in the dimension of management irritating structure, and he explains great function standards for them. The organizational initiating structure is a limit that a leader organizes his group members and describes that activity, to what, how and when they do. It can be expressed that the relationship between organizational health and administrative corruption in regard to positive characteristics of this dimension, such as the portion of a person, organizational role and duties and of course great function standard and so on.

There is a negative relationship between resources support and administrative corruption. It's another finding of the current research. In the modern organization world, organizations can be able to compete more if they recognize the environment opportunities and attract the essential resources from the environment. There is some information about environmental resources in organization. It's important to choose the best resource collections

when they are going to be chosen, they will play an important role in the competitive organization. They are financial resources, human resources, pecuniary resources and informational resources. The senior management has duties in the organizational resources support. In the pecuniary resource, the senior management chooses that group of resources which have essential adequacy and the expected consideration and quality.

In the human resource, attraction of the competent, and elite people are done and in financial resources, determination of data output and attraction of financial resource credits. In informational part attraction information that has essential attention and adequacy. So it can be said that organization which has four dimensions of resources acts more suitable. Organization also can be useful and there would be no administrative corruption at all.

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