Article

The Role of Job Ethics In Eliminating Administrative Corruption (A Case Study of The Administrative Departments In The Office of Wasit Governorate)

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Abstract: Administrative corruption has been one of the most prominent obstacles facing governments and public institutions in developing countries, undermining development efforts and weakening citizens' confidence in the state and its institutions. This research aims to study the role of public office ethics in reducing the manifestations of administrative corruption, by shedding light on specific dimensions of job ethics such as administrative obedience, effectiveness in performance, and interest in work, and how these dimensions are reflected in the professional behavior of employees. The study was applied to a sample of employees of administrative departments in the Wasit Governorate Office, using field research tools (such as questionnaire and statistical hypothesis analysis) to measure the relationship between employee commitment to ethical values and the emergence of negative behaviors such as favoritism, blackmail, and harm to the public interest. The study found that there is an inverse statistically significant relationship between the employee's commitment to job ethics and the levels of administrative corruption, as it was found that enhancing ethical and professional awareness contributes to improving institutional performance, and reduces the chances of abuse of power and influence within government organizations. The study also recommended the need to activate codes of conduct in state institutions, link them to promotion and accountability systems, and establish independent ethical oversight units that ensure the application of professional standards and justice in the performance of job tasks.

Keywords: Public office ethics, administrative corruption, effective obedience, nepotism and blackmail

1. Introduction

We assume in the public employee the desire for positive behavior in the field of service in his public office, and his respect for himself and others of his colleagues in the public office on the one hand and the auditors of the public institution on the other hand, and we also assume that the public employee prevails over the public interest over personal interest while preserving the interests of the job and the rights of the employee .I do not think that an auditor of an institution wishes to unjust, violate or obstruct his need in this institution or harm the rights of the homeland and citizenship [1], [2], [3]. But there may be negative practices for some employees that affect the future of the institution

and also affect the rights of customers and citizens by dealing with this institution compulsory or qualitative. When the institution belongs to the public sector, the damage is most obvious to the citizen dealing with this institution, even if the negatives are harmful to the country as a whole, whether the negatives are in the private or public sector [4], [5].There is no doubt that every institution has regulations and systems that ensure the proper functioning of the work that achieves the goal of the institution, which also preserves the rights of auditors and the same rights of employees, but the regulations and regulations may not always be applied correctly .In this regard, we are not going to talk about the effectiveness of laws, regulations and regulations, their good or poor application, and the keenness on the rule of law, even if this is the hope of every citizen [6], [7], [8]. Rather, we are going to talk about ethics, and we are not here in the crosshairs of utopia, but realistic and behavioral stemming from ethics consistent with the common sense of humanity and these ethics that stem from the insides of the rational man, it is a set of abstract rules and principles to which man is subject acting, and it is the source of measuring his positive or negative behavior. In the field of job, we talk about work ethics and ethics is a set of abstract rules and principles to which a person is subject in his behavior, and is governed by them in evaluating his behavior, and is described as good or ugly. Creation is a stable quality and not a casual, because a person may be clothed with some qualities that are not fixed for a particular situation, such as generosity, fear, anger, etc., while if he is seen in normal circumstances, the real qualities appear from him that may contradict these qualities [9], [10].

Administrative corruption is the scourge of the times for organizations, especially the government, and scientific studies have proven that corruption exists in all organizations and societies of all forms and types, but in varying proportions from one country to another, and from one organization to another even within one country. Corruption reaches its highest degrees in the Arab countries in general, and in Iraq in particular, and with reference to the reports of international organizations on corruption, we find Iraq in a significant ranking of the global ranking among the most corrupt countries, and it is unfortunate that it is declining year after year, and corruption increases within its organizations, especially governmental ones [11], [12].

2. Research Methodology

First: the research problem

The phenomenon of corruption is widespread in all organizations in its various forms and types, albeit in varying proportions. It is one of the most important obstacles to development, which negatively affects the citizen's satisfaction with the services provided to him and harms the public interest, so it is necessary to study this phenomenon, and work to reduce it, and make it minimal, and stand on the most important factors that help to do so, and these factors include commitment to the ethics of the public office

The research problem can be formulated in the following main question:

What is the impact of commitment to the ethics of public service in reducing administrative corruption?

The following sub-questions are sub-questions:

1. What is the impact of adhering to the ethics of the public service in its various dimensions in reducing damage to the public interest?
2. What is the impact of adhering to the ethics of the public service in its various dimensions in reducing mediation and nepotism?
3. What is the impact of adhering to the ethics of public service in its various dimensions in reducing extortion?

Second: The importance of research

1. Scientific importance

The importance of scientific research is evident in shedding light on the ethics of public office, and the impact it can have on administrative corruption, in addition to providing the Arab library with new scientific research that can be used and referred to

2. Practical importance

    a. Identify the problem of administrative corruption in public institutions, and try to reduce it .

    b. Reaching and analyzing practical results, and working to provide appropriate recommendations that help solve the problem.

3. Results and Discussion

Third: Research Objectives

The main objective of the research is to study : the impact of commitment to the ethics of public service to reduce administrative corruption in public institutions. This objective is divided into the following sub-objectives :

1. Determine the importance of commitment to job ethics, and the extent of its impact on administrative corruption [13], [14].

2. Identify the tools and means that reduce administrative corruption in our government institutions by studying the importance of adhering to the ethics of public office and its impact on administrative corruption, which achieves citizen satisfaction and satisfies his needs and desires .

3. Knowing the extent to which each of the sub-variables affects the independent variable in reducing administrative corruption.

4. Arrange the ethics that affect administrative corruption according to the degree of its impact [15], [16], [17], [18].

Previous studies :

A. Haji, Anmar Amin, and Al-Sawaf, Mahfouz Hamdoun .

Public office ethics and its impact on the performance of business organizations . A study focused on the relationship between ethical values in the public service and performance efficiency in institutions.

B. Sakarna, Bilal Khalaf .

Work ethics and its impact on mental image management in business organizations have shown that ethical values affect building the reputation and credibility of the institution.

C. Al-Taie, Hamza Hassan Khader .

Administrative corruption in the public service: A field study in Iraq that deals with the causes of administrative corruption, its effects and ways to address it.

D. Tigris Mahdi Mahmoud .

The impact of job ethics on administrative creativity proved the relationship between ethical behavior and career excellence

Fourth: Research hypotheses

Main hypothesis **:** There is no statistically significant effect between public office ethics and the reduction of administrative corruption.

Three sub-hypotheses emerge from it :

A. The first sub-hypothesis : There is no statistically significant effect between the ethics of the public service and the damage to the public interest.

The following hypotheses emerge from it:

There is no statistically significant effect between obedience and damage to the public interest [19], [20], [21].

    1. There is no statistically significant effect between effectiveness and damage to the public interest.

2. There is no statistically significant effect between interest in work and damage to the public interest.

B. The second sub-hypothesis: There is no statistically significant effect between the ethics of public office, mediation and favoritism.

The following hypotheses emerge from it:

1. There is no statistically significant effect between obedience, mediation and favoritism.
2. There is no statistically significant effect between effectiveness, mediation and favoritism [22], [23], [24].
3. There is no statistically significant effect between interest in work, mediation and favoritism.

C. The third sub-hypothesis: there is no statistically significant effect between the ethics of public office and blackmail.

From it emerge the following hypotheses:

1. There is no statistically significant effect between obedience and blackmail.
2. There is no statistically significant effect between effectiveness and extortion.
3. There is no statistically significant effect between interest in work and extortion [25].

The first topic

(Public Service Ethics)

First: Basic concepts about the ethics of public service

The subject of public office ethics and positive legal and behavioral considerations are considered one of the main philosophies that should be developed in the first place, and that revolve around all other desired philosophies, which acquire their importance as they represent on the one hand the appropriate tool to prevent the occurrence of various phenomena of administrative corruption, such as bribery, nepotism and personal profiteering, and positive ethics on the other hand contribute to achieving the goals of various organizations efficiently and effectively, improving performance, and thus improving the welfare of society [26], [27], [28].

The effectiveness and efficiency of man is linked to and affected by his deep belief and conviction in the original values, and the high moral ideals that push him to develop his knowledge and behavioral and scientific skills towards improving performance, and then the moral values affect the behavior just as they represent scientific concepts and theories, and that the great challenge for our organizations lies not only in the ability to absorb knowledge and technology as much as it lies in the ability to formulate new moral, civilized and institutional values within the framework of our heritage and the culture of society and its heavenly laws [29], [30]. This is only possible through the study of reality and the associated positive or negative phenomena in the administrative units, and then the identification of positive moral values and ideals that enable to support positive phenomena and defeat negative phenomena and prepare an effective strategy, and commitment and support, or make adjustments whenever necessary, and will put it on the right path towards progress and keep pace with the movement of development.

Second: The concept of public service ethics

The concept of ethics: The contemplation of language books finds that the word ethics means: nature, character, virility and religion. About these meanings Al-Fayrouzabadi says: "Creation by annexation, two annexations, character, virility and religion", and Ibn Manzur says: "Creation and creation

of character.. It is by including the khaa and its stillness of religion, character and character" [31].

Ibn Manzur explains this by saying: "And its truth, i.e., creation, it is for the inner image of man , which is himself, and its descriptions and meanings related to it as creation for its apparent image, descriptions and meanings, and they have good and ugly descriptions."

The term (Morality) is derived from the Latin word (Mores) meaning customs and customs, and is called behavior or morals. It may be used in the sense of a set of general and acceptable behavioral laws within the community or subgroups of it [32], [33].

Through this linguistic presentation, three things can be observed:

a. Creation indicates the natural qualities in the innate creation of man in a straight and harmonious form [34], [35].

b. Ethics refers to the acquired qualities until they became as if they were created in him, as they are part of his nature.

c. that ethics two aspects: the psychological aspect of the mystical, and the aspect of behavioral outward [36], [37].

Third: The concept of public service

The public function has many different meanings with changing concepts of content, as one researcher defined it as the basic unit of work in the organizational structure of the organization, a set of integrated and homogeneous duties and responsibilities that must be performed by one person who meets the conditions of specific qualification for works [38], [39]. Position in education, experience, training, knowledge, abilities and skills identified or delegated to the competent authority.

Another defined it as a set of duties and responsibilities offered by the competent authority or requesting the services of one person, and accordingly it is the basic unit in the administrative organization that is distinguished from its concerns by its duties and responsibilities. Others believe that the public office is the smallest unit in the organization, a set of duties and responsibilities at a certain level of difficulty occurs to achieve a goal in the organization, and the work associated with it is performed by a person who holds qualifications for it appointed by a competent authority, and in return he obtains other ranks and privileges It is also defined as a set of tasks and responsibilities formulated in the light of moral values and principles aimed at serving the public interest, and the occupants have the rights and privileges of the position they occupy, and stipulated by the laws and regulations of the civil service in force without entailing any entitlement to the occupants if any of its duties are violated [40].

Fourth: The importance of public service ethics

Maintaining ethical behavior is of great importance, and there are many advantages that the organization is expected to receive as a result of great care and effective practice of job ethics **,** including:

1. Maintaining ethical values has become a necessity to enter the global market, and to obtain the well-known quality certificates (ISO 9000 and ISO 14000 **.**

2. Enhancing the reputation of the organization at the local, regional and international levels, which also has a positive impact on the organization

3. Balancing the organization's goal of achieving Godand making decisions take the social and moral aspect into account **.**

4. The existence of ethical codes gives a vision of how to deal with different situations, and helps to spread an organizational culture that

promotes interest in the ethical dimensions of different decisions, attitudes and actions [41], [42], [43].

Fifth: Some dimensions related to the ethics of the public service

1. **Obedience:** The public servant by virtue of his position, as in all civil service laws, must obey and implement the instructions issued by his superiors which is legally acceptable and customary. The American management system is similar to that because it indicates that the superior must not be obeyed when he demands that his subordinate take any illegal action, conceal information that is considered to be the information required to be stated, or force the employee to sign a document within the responsibilities of the subordinate, and he is not convinced of its content and about the employee's duty to obey his superior if he issues an order aimed at illegality or incorrectness, the disciplinary system in the Kingdom of Saudi Arabia requires that the employee declare his superior in writing his opinion on matters that The orders of the superiors clearly violate the rules and regulations, before obeying the order, otherwise they must be held accountable. The employee is exempted from punishment for administrative or financial violations if it is proven that his commission of the violation was the implementation of a written order issued to him by his superior Al-MakhtY, despite the employee's objection to him in writing that the act committed is a violation. The US administration system has the possibility of bypassing its boss in expressing his opposing opinion, for the superior or for another relevant government agency if he believes that there is an error in an important public issue , if the decision taken is based on personal interest, or injustice and administrative corruption, if the nature and importance of the subject is worth risking the job.

2. **Effectiveness**: The effectiveness in performance and proficiency at work, is important from the human perspective for those who wish to work in public service, and therefore the administrative literature has many studies that focus on efficiency and effectiveness in performance and productivity at work with mastery, and it is not permissible to obstruct work procedures intentionally, provided that you stay away from some unjustified procedures, which hinder time and completion of work at a specific time and within elaborate performance consistent with the standards set, and do not miss here Limiting thought to accurate achievement and the coordination, organization and creativity that it entails to support the administrative apparatus, and to create the ideal atmosphere for effective work with the required speed and efficiency.

3. **Attention to work**: employees must adhere to the ethics of hard work, and this is represented in hard and hard work, reforming the status of the laggards and laggards, and encouraging the outstanding and distinguished ones, and he must provide everything in his power to accomplish his work to the satisfaction of the Lord of the worlds, as well as within **it** . It is obligatory to pay attention to work, mastery and good performance with all its professional and behavioral requirements, and to maintain working times, and discipline at work requires the presence of the employee at the beginning of the specified work and departure from work at the end, and not to go out during it except in cases of necessity. The researcher believes that workers in public organizations should not consider their duties at work as a burden on them that must be abandoned in any way and in any form, but workers must consider the completion of their

work in a healthy and elaborate personal goal through which they achieve themselves, and leaders must appreciate their subordinates and show interest and affection, which helps them and motivates them to accomplish tasks in a healthy manner.

The second topic
(Administrative Corruption)
First: Administrative corruption

There is no consensus on a comprehensive definition that covers all dimensions of corruption, and is approved by all researchers on corruption. The World Bank did not define corruption, but referred to activities that fall under this term, such as the abuse of office for private gain, by accepting bribes in exchange for facilities, tendering, etc. He defined it as "the misuse of office for personal or even temporal ends," and the International Monetary Fund (IMF) has its raw concept of corruption, seeing it as "a relationship of deliberate long hands that aims to infer benefits from this behavior for one person or group related to others." Fayza al-Basha also defined it as subjecting public services to private purposes. One scholar defined it as the abuse of public office or public office for raw gain. Corruption usually occurs when an employee accepts or solicits bribery to facilitate a contract or public tender or condones what is contrary to applicable laws and regulations. Corruption can also occur by exploiting public office without resorting to bribery, by appointing relatives within the logic of (nepotism), stealing state funds directly or abusing the powers granted to public servants to achieve personal goals and interests. The United Nations Convention against Corruption of 2003 chose not to define corruption in a philosophical or descriptive manner, but rather to define it by referring to cases in which corruption is translated into actual practices on the ground, and then criminalizing these practices, namely bribery in all its aspects in the public and raw sectors, embezzlement in all its aspects, abuse of office, money laundering, illegal fundraising, and other forms of corruption.Corruption occurs when an employee uses bribery or extortion to facilitate a contract or conduct a public tender, and when agents or intermediaries of private companies or businesses offer bribes to take advantage of public policies or procedures to overcome a competitor and make profits outside the framework of the laws in force, and corruption may occur in other ways, such as resorting to nepotism in appointing relatives, as well as stealing state funds in multiple ways .

Second: The concept of administrative corruption:

There are many definitions that were launched to clarify the concept of administrative corruption, and the reason for this may be due to the different philosophical schools that dealt with the subject of administrative corruption, and the different philosophical schools may be due to the different ideas, cultures and orientations of the pioneers of these schools of writers, theorists and scientists, it was defined as "the exploitation of power to obtain a lord or a benefit or benefit for Sal Shakham, group or class in a way that constitutes a violation of the law or the standards of high moral behavior" . Administrative corruption was also generally defined as "unlawful influence on public decisions."

Administrative corruption is bureaucratic behaviors and abnormal practices of some public officials in governmental and non-governmental agencies and institutions with the aim of achieving material or non-material personal benefits at the expense of the interest of society, resulting from their exercise of public office. The researcher believed that administrative corruption is the illegal practices of people through which they violate the

laws and regulations of the institution in which they work for the purpose of achieving personal interests at the expense of public interests, as a result of moral deviation .

Third: Types of Administrative Corruption:

Some researchers divided administrative corruption into three groups.

They are :

1. **Group of behavioral deviations :** It means those administrative violations committed by the employee and related to his personal behavior and behavior, the most important of which are: Failure to maintain the dignity of the job, including the employee' s commission of an indecent act at work, such as the use of drugs or involvement in moral crimes.

   a. Abuse of authority, including the provision of personal services, facilitating matters and bypassing the considerations of objective justice in the relatives or acquaintances of officials what is required of them).

   b. Nepotism, the spread of the phenomenon of nepotism results in the filling of public offices by unqualified persons, which affects the decrease in the efficiency of the administration in providing services and increasing production.

   c. Mediation, some employees use mediation as a form of exchange of interests .

2. **Group of financial deviations :** It means financial and administrative violations related to the workflow entrusted to the employee, and these violations are as follows :

   a. Violation of the financial rules and provisions stipulated within the organization.

   b. Imposition of fines, which means that the employee harnesses the authority of his job to benefit from the work entrusted to him in imposing royalties on some persons or using the governmental manpower of workers and employees in personal matters in matters other than the official work allocated to them.

   c. Wasteful use of public money, including: (squandering public funds in spending on buildings

   d. And furniture - exaggeration in the use of public collectibles in personal matters - holding parties and advertising lavishly on advertising, advertising and publishing in newspapers and magazines on occasions of congratulations, condolences, reception and farewell.).

   e. Greed This occurs when an official seeks private gains at the expense of the public interest, which is obsessed with material gains, and aims to get rich .

3. **A group of criminal deviations : the most important of which are the following:**

   a. **Bribery:** Bribery is one of the most famous and oldest forms of corruption, as it is practiced individually, collectively and even between states and organizations, and is usually paid to officials and public employees by persons requesting the service, and therefore it is a barter of service for an amount of money without right, where the public employee gets an amount for providing a service to a person illegally, and in this regard some estimates indicate that the value of bribes annually - worldwide - the equivalent of one trillion US dollars

b. **Extortion :** It is the acquisition of money forcibly and through the threat of the use of force in illegal and immoral ways, and extortion is one of the negative behaviors that characterize Shakham, or practice it, taking advantage of his authority, status, position, or power, to achieve his goals from another individual, or a group of individuals, as a result of a weakness that he realizes on the rights of the person who practices extortion, and thus there is an infringement and unjustifiable disappearance of others.

Fourth : Causes of Administrative Corruption:

The main causes of administrative corruption are due to many cities of economic, social, cultural and political factors, the most important of which are:

1. Economic causes of administrative corruption :

Economic factors prevailing in some societies play an influential role in the spread of corruption and its penetration into the bowels of society. These factors are particularly effective in countries that adopt a capitalist development policy focused on considerations of free economic growth, without concern for distributive equity. This results in the emergence of new social segments that own wealth without having political influence and other poor segments, then these segments resort to co-opting political influencers using corrupt methods, such as bribery, commissions and various inducements offered to officials, with the aim of obtaining a direct political influence represented in the membership of parliaments or government officials in the executive authority, thus diminishing the role of efficiency and experience in working in front of those methods .

2. Political reasons for administrative corruption :

Most researchers agree that the most productive system of administrative corruption and its manifestations is the dictatorial regime, which is concentrated in the personality of a tyrannical ruler who enjoys absolute power - usually - to the point of complete tyranny and surrounded by a limited elite of trustworthy people, who are characterized by complete loyalty to his person, and work to abort the spirit of initiative and popular and administrative control, which encourages the emergence of various forms of corruption. The main goal of corruption is to eliminate transparency and competition, and to create a privileged segment or group and secret internal paths**.** In addition to the absence of media freedom and the weak role of civil society institutions and institutions to monitor the performance of the government (Kinder Ambassadors Association in cooperation with the Iraqi Civil Society Program - South Al-Awsat Organization, 2008: 10), in addition to that, some party systems prevent the fight against corruption by not allowing the ministers belonging to them to be held accountable, especially if these parties are holding power, and this is done through Establish complex accountability or influence procedures in parliament to prevent such accountability if it has a majority.

3. Social and cultural causes of administrative corruption:

Social and cultural factors are a reason of particular importance in the emergence of administrative corruption and its spread within society, and some traditional cultural values prevailing in developing countries emphasize the idea of the extended family, and the individual's association with his family, relatives, friends and people of his village to which he belongs, and therefore he is expected in the event that he assumes an important administrative position in the administrative apparatus in the state, to provide his services to those individuals with whom he has special ties, and these

services are represented in finding jobs, providing education, obtaining in-kind and moral benefits, and up to The order to violate the law or the principle of parity of chopping, in order to favor family and friends, which is often called nepotism, which results in the emergence of the values of corruption in all its forms in the exercise of public office. The prevalence of mediation and the practice of social influencers in exploiting their personal and informal relationships by accomplishing some actions that contradict the laws or affect the public interest, believing that this contributes to the service of others, excluding the damages that result from their actions, as long as they did not benefit financially or directly from this behavior .

Fifth : Means of combating administrative corruption:

Many countries of the world have taken the initiative to combat corruption through several internal means, and legislation is one of the most important of these means, and the circle of corruption varies in varying proportions between countries. The phenomenon of corruption at the Arab and international levels. Therefore, it is the duty of the government to combat administrative corruption and take the following measures to reduce its effects :

1. Activating laws and reforming the legal system by repealing some legislation, to prevent the corrupt and corrupt.

2. Reform and development of public service organs and departments, and their various departments through restructuring in a way that enables them to assess their conditions and correct their deviations, and this requires the development of organizational and administrative structures and structures and procedures systems, and methods and methods of work in a way that eliminates the manifestations of stagnation and complexity, and the negative manifestations of bureaucracy, improves the performance of public agencies and administrations, and prevents the public employee from exploiting cases of rigidity, complexity and bureaucracy in blackmailing and bargaining with citizens when providing public services to them, in exchange for his personal benefit. Illegal.

3. Establishing an effective independent monitoring system to implement a number of effective administrative and legal control procedures, activating investigative media institutions because of its great impact on detecting corruption, and also activating the role of civil society organizations to contribute to reducing corruption in its various forms .

4. Stop the interference of parties, organizations and influential people in the affairs of the official administrative work of state institutions.

The third topic is the statistical analysis of the questionnaire data

First: the validity and stability of the questionnaire

Stability test (Cronbach alpha):

Cronbach's alpha coefficient was used to measure the consistency of statements in each axis (Table 1) :

Table 1: Cronbach's Alpha Coefficients for Questionnaire Reliability

Evaluation	Cronbach alpha coefficient	Number of ferries	Axis
Very good	0.81	6	Public Service Ethics
Excellent	0.84	5	Manifestations of administrative corruption
Very good	0.79	5	The impact of ethics in reducing corruption

Excellent	0.86	16	Overall Survey

This indicates that the questionnaire has a high degree of consistency and reliability.

Second: Descriptive analysis of answers

The mean and standard deviations of each axis were calculated (Table 2):

Table 2: Descriptive Statistics for Questionnaire Axes

Interpretation	Standard deviation	Arithmetic mean	Axis
High	0.51	4.21	Public Service Ethics
Low	0.68	2.43	Manifestations of administrative corruption
Very high	0.46	4.38	The impact of ethics in reducing corruption

The results indicate a high awareness among employees of the importance of ethics, and a relative   decrease in their assessment of the prevalence of corruption.

Third: Hypothesis testing using the correlation coefficient (Pearson)

Main hypothesis:

There is a statistically significant relationship between commitment to public office ethics and the reduction of administrative corruption (Table 3).

Table 3: Pearson Correlation Coefficient Between Ethics and Corruption

Interpretation	Significance Level (Sig)	Correlation coefficient (r)	Relationship
A strong inverse relationship and function	0.001	-0.63	Job ↔ Ethics Administrative Corruption

The higher the ethics of the job, the significantly reduced the manifestations of administrative corruption.

Fourth: Analysis of variance ANOVA

Objective: To test whether there are differences in assessing the manifestations of corruption according to the employee's variables (such as years of experience or administrative department) (Table 4).

Table 4: ANOVA Results for Differences in Perception of Corruption by Demographic Variables

Interpretation	Sig. (p-value)	F-value	Variable
There are significant differences	0.020	4.12	Years of Experience
There are minor moral differences	0.045	2.97	Administrative Department
There are no significant differences	0.198	1.44	Qualification

Statistical differences indicate that the employee's experience and administrative position affect   the extent to which he is aware of the phenomena of corruption.

1. Commitment to the ethics of public office has **a significant moral impact** in reducing the manifestations of administrative corruption.
2. Employees recognize the importance of behavioral values, such as obedience, effectiveness and discipline, in supporting organizational integrity.
3. Analysis of variance points to the importance of designing ethical policies that target those who are less aware of corruption.
4. Data support the study's hypotheses and recommend promoting a culture of corporate ethics through training, accountability and follow-up.

3. Conclusion

This research confirms that public office ethics play a critical role in reducing administrative corruption in governmental institutions. Through statistical analysis, it was demonstrated that there is a strong inverse relationship between ethical behavior—such as obedience to rules, effectiveness, and professional discipline—and the occurrence of corrupt practices such as favoritism, extortion, and harm to the public interest. Furthermore, the analysis of demographic variables using ANOVA revealed that years of experience and administrative department significantly influenced employees' perceptions of corruption. The results validate the research hypotheses and emphasize the need for institutional mechanisms that promote ethical standards, including codes of conduct, ethical training, and performance-linked accountability systems. Enhancing ethical awareness not only strengthens institutional integrity but also restores citizens' trust in public administration. The study recommends reinforcing ethical oversight frameworks and aligning ethical conduct with organizational culture as an essential step toward sustainable governance and corruption mitigation.

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