CORRUPTIONS PRACTICES AND EMPLOYEE’ PERCEPTION

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Research Highlights
The study proposed four main hypothesis:
- There are Corruption practices in Banks in Bahrain
- Employees know the main causes of corruptions practices
- Employees are aware of corruption risks
- Employees are reacting against of corruptions practices

And results demonstrated that males are more involved in corruption practices and it seems that there is a considerable lack of awareness among employees on the danger of such phenomenon on the nation economy. Some of them are acting corruptly due to two major causes either because family nepotism or because of the low wage and the necessity to get bribes to cover their expenses. Nonetheless the low respect of the law seems to be also an important reason of those irregularities.

Graphical Abstract
The author can summarize the results in the diagram of fishbone as follows

Research Objectives
This study aims to reveal the danger of corruptions practices and how employees perceive these irregularities and the degree of their awareness regarding such irregularities.

Habitually, the man nature is refusing the irregularity because it is forbidden by the moral rules whatever those rules are inspired from religion, organizational, societal, or legal references (Holmes, 1999). However we are facing nowadays more and more irregularities in the human behavior for instance acting corruptly in the Banking transactions which is not only against the legal rules but also against the moral and religion rules in Bahrain in this case.

Such analysis of employee awareness and perceptions of the corruptions practices can aid to understand its main causes and how to react to mitigate such initiatives (Dimant et al 2017).

Methodology
This Section presents the methods used for this study including the research design, the respondents of the study, research instrument, validation of the instrument, data gathering procedure, scoring procedure and the statistical treatment of data.
This study made use of the exploratory method through survey addressed to the employees of top 10 banks in Bahrain with direct interview conducted with some of them working in the banks of our sample. This method of investigation was employed to gather and analyze data related to employees’ awareness regarding the corruption initiatives and how these practices can influence their perceptions.

The motivation to choose this sample of banks is that because they are listed under the most admired banks in 2017.

First the author collected data through the answers of the respondents. Then, the data will be analyzed to help explain the dependent variable. This method provides descriptive statistics that can give explanation of the research problem and understanding of the phenomena by exploring respondents’ views in depth based on the quantitative results.

The research covers Four (4) Banks in the Kingdom of Bahrain. The data to be used in this study comes from survey questionnaire with a sample size of 20 using a non-probabilistic sampling. Each bank was been given 5 questionnaires to answer. The final outputs will be as percentage representations of summative views of our respondents regarding each component of the investigation.

**Results**

It is very important to notice that females demonstrated during the direct interview a total fear and refusal to irregularities however it seems that Bribes are more likely to be accepted by male employees. This result confirms that the woman seems to be more reticent to do irregularities. Moreover, In the top ranked banks in Bahrain, corruption practices are rarely happening since about 53.33% of the employees infirmed the occurrence of such irregularities in their banks. Furthermore most of them confirm that they know that it is strictly prohibited and inflicted by the banks rules, local law and ‘Chariaa’ recommendations. So if there are violations, it is initiated individually by some of particular employees misbehaving and by nature are irregular persons. Nonetheless, others interviewed employees stated that the most dominant corruption practices in his bank is the bribe whatever is given in terms of money, gifts, services…ect. Furthermore the employees seem to be indifferent regarding the impact of the corruption practices on the whole economy (Bayley, 1966). Many of employees are abusing their position to serve their relatives and they can violate the rules to realize the transactions of one of his family, (Holmes 1993). Most of employees are reticent to raise the corruption practices at a higher political level because of the fear to lose their job. Nonetheless some of them are recommending and advising to be faithful to the local culture means the law instructions and the Islamic rules.

**Findings**

The findings of the study demonstrate that the degree of awareness of the danger of the
corruption phenomenon on the national economy still not reaching an important level. Most of employees perceive the bribes as not good and Haram/religiously forbidden however some of them said that it is ‘a necessity our days to accept acting corruptly: bribes since we are getting low wage and the cost of the life became so expensive and we are not damaging others. The employee is reticent to raise the corruption case to a high authority. So the fear to lose his job let him either accepting to act corruptly or to see others acting corruptly without any deterrent reaction (Enste, et al 2017). The main causes of acting corruptly are the family reason and the low wage. Accepting to act corruptly to serve family member seems to be classified by some of our interviewees as a positive corruption practice.

Acknowledgement
The author appreciate enormously the acceptance of the banks to conduct smoothly and successfuky our survey and interviwes.

References

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