

Sustaining Organizational Integrity and Strategies for Corruption Control in Nigerian Public Organizations

¹Oyidi, Monday Cletus, ²Ebiloma, Abubakar Joseph & ³Ebiojo, Matthew Samuel

^{1,2&3}*Department of Public Administration*

Faculty of Management Sciences, Kogi State University, Anyigba

Abstract

The nasty economic situation of Nigeria is a visible outcome of the activities of public officers whose actions ought to be guided by principles of responsibility and accountability. Furthermore, the desperation by political leaders to grab power at all cost is propelled by the dubious intention to amass wealth for themselves and not the desire to improve the nation's lot. The activities of those groups of public officers who are the captains of public organization have continued to impinge on the developmental objectives of Nigeria since independence because the virtue of honesty is not emphasized. Hence, the integrity of those who are privileged to rule the country either by elective or appointment are found culpable of all forms of corrupt practices. The activities that perpetually kept the Nigeria nation undeveloped. The paper is about the monster called corruption, its genesis, its causes, its varieties, its devastating effect on the nation's economy and the society at large has made the Nigeria to remain perpetually underdeveloped since independence. Hence, the possible solutions to restore integrity in public organizations through a strategic control of corruption has been proffered.

Keywords: *Organizational integrity, Corruption, Public organizations*

Corresponding Author: Oyidi, Monday Cletus

Background to the Study

A close look at the Nigeria coat of arms shielded in different symbols and colour portrays the picture of Nigeria environments, which is blessed with bountiful endowments of good climate with rich soil and the advantage of the crude oil and solid mineral resources. It is in recognition of the nation's bountiful blessing that Nigerians citizens in our National Anthem are called to ARISE and serve our Fatherland with honest. The call as embedded in the National Anthem and the Pledges reminds every citizen to be faithful loyal and honest in serving our Fatherland. This anthem and pledges, which we often recite consciously or unconsciously serve as an oath and a clarion call for patriotism to bring about substantial modernization in our continent. In honest and truth with the natural endowments, Nigerian nation supposed to have been counted among the developed nations in the world if its resources were honestly managed by the leaders and their cohorts since independent in 1960.

To buttress the assertion that Nigeria is blessed with nature the once Head of State Rtd. General Yakubu Gowon in 1970s once pronounced that Nigerian government has enough money, but that the greatest problem facing it was, "how to spend it" (Ndubisi 1998:45). Unfortunately, coupled with the era of oil boom and other sources of revenues, the whole lots of the Nigeria money were not properly managed owing to all forms of corruption in our public organizations. It is great shock to visitors and Nigerians at large that nation which pronounced to the whole world that the greatest problems is how to spend its money is lacking in virtually all social amenities, and several people are languishing in abject poverty. Appraising the foreign perception of Nigeria in relation to corruption, Adebayo. O. Adedun (SAN) in his contribution to a book titled "Anatomy of Corruption in Nigeria authored by one Femi Abbas, succinctly captured the comment of a Singaporean journalist who covered the Commonwealth Heads of Government meeting in Nigeria in December 2003 as follows: "Blessed by nature but undone by man, Nigeria has been described as the Cinderella who never made it to the ball. Corruption is endemic in this West African nation. Corruption stifles economic growth. A country position on the corruption table is closely correlated to its poverty rating. Hence, Nigeria is among the poorest countries in the world. It is the world's sixth largest producer of crude oil, yet, most of its petrol is imported... Those in official positions squeeze the people. Even when the government decides to help out, the poor do not benefit. The money set aside doesn't get to the people as it is hijacked along the way." Now that the price of crude oil which is the major source of government revenue has drastically declined in the global market, innocent Nigerians are now facing the consequences of reckless spending and self enrichment by those in official position.

The problem of corruption has created a big gap between the rich and the poor. While those who loots government treasury have enough to cater for their families, the poor citizens are now eating from hands to mouth. The retrogression since its political independence is because of bad leadership. Culminated with unpatriotism and lack of integrity among our public office holders has inflicted serious pains on the Nigeria citizens.

Since Independence up till date, Nigerian has passed through successive administrations and each administration formulated policies with a view to improving the standard of living of the people. Regrettably, those policies are mere paper work; hence, they are brushed aside during implementation and resorts to serve their personal interests with public funds. However, these opportunities are seriously misused. One of the major greatest challenges to our leaders' after all beautiful policy agenda is how to forge correspondence between abundant resources and

national growth. The strategic experience is that we have wasted all our beautiful opportunities because Nigerian leaders have no genuine intention for this country.

The cause of disagreement is that by the constitutional provisions the wealth of the nation engendered a prosperous, efficient and reliant economy. The question now is how well has this common wealth been utilized to guarantee the welfare of all our citizens of this great nation? 56 years of Independence, the opportunists have wasted the wealth of the nation. In terms of concrete efforts to transform available resources to decent living for her citizens, Nigerian leaders have greatly underperformed.

Nigeria situation shows by 2002 United Nations Human Development Index as 158th out 182 countries in terms of human development. The country was also seen as one of the world's poorest countries with the largest population of the poor in Africa. Odah, (2010: 54) describe the case of Nigeria as a theatre of absurdities where a nation that boasts of a stupendous wealth parades a citizenry that scavenge on garbage heap for their daily bread. Many Nigerians are poor and live in abject conditions. The Nigeria situation was further summarized "As a nation rich in natural resources and advantage of crude oil, today in a global world where we were supposed to be a major player, we can only be compared with some of the world's least endowed countries. In spite of our oil wealth, we are also of the world's poorest countries where over 70% of our citizens live on less than a US Dollar a day. Poverty has grown so exponentially that in comparative terms life in 1960 prior to our independence was a lot more tolerable for most Nigerians than it is today (Odah, 2010:54

The problem that has bequeathed this country since independence in 1960 is traceable to lack of patriotism on the part of our leaders. Unfortunately, fifty six (56) year after independence, Nigerians are confronted with the fundamental challenge of a nation failing in its duty of satisfying the demands of a state and meeting the aspirations and needs of its teeming population(Odah 2010:57)

Nigeria is a country where most of the basic needs are lacking. Most of Nigerians roads are in bad conditions. While in so many communities there are no access road, no public water supply, no functional hospital and even where there are hospitals, it is a mere consulting clinic. In terms of qualitative education, most public schools are more of ghost schools because of lack of infrastructural and other teaching aids. Several communities lack electricity supply and the worst of all is the unstable price of petroleum products which has gone astronomically high to unaffordable rate by the poor Nigerians. This recent development has shoot up the prices of transportation fare and commodities in the Nigerian markets. What a pathetic situation.

As that is not enough, the pump price has again been increased from N86.50 per liter to N145.00 per liter as a result of deregulation of oil sector. A decision which the government said will make petrol available, and free more cash for very projects which will add value to living. But on the opposing side, it was argued that prices rising will make life toughen for the poor. It is against this background that this paper attempt to find out its genesis, its causes, its devastating effect on the society and the possible solutions to it.

Definition of Concepts

Organization

The term 'organization' is derived from the word 'organicism' which means an organized body of interdependent parts sharing common activity (Laximikanth(2009:62). According to Advanced Learner Dictionary (seventh eds), Organization means “a group of people who form a business, club, etc together in order to achieve a particular aims.” In other words, is the work of connecting inter-dependent part so that each has a special function, act, office or relation to the whole. Dimock and Dimock (1980) defines 'organization' as the systematic of bringing together of inter-dependent parts to form a unified whole through which authority, coordination and control may be exercised to achieve a given purpose.”

Mooney and Alan (1939) opined that 'organization is the form of every human association for the attainment of a common purpose.’ These three definitions shows that organization is the work of connecting inter-dependent parts to form a unified parts in order to pave room for various functions to take place for the attainment of the organizational purpose. In other words, 'organization' is a combination of different parts. Gulick identified four bases of organization, namely, purpose, process, person, and place. This means that there must be a function performed by organization (objectives); second, organization requires the technique or specialized skills used by the organization in the performance of work (i.e. departments, units, divisions, etc.) third, it means the group of people (clientele) served by the organization; fourth, organization means the territorial area covered by the organization (i.e. zonal offices, or railways and so on.

Any organization have a purpose and people must exists to harness the available resources in order to enable the organization achieve its goal. Goel (2003:108) revealed that there different kinds of organizations – government, private, voluntary, cooperative, etc. Modern civilization is nothing but a complex of organizations to meet the varied and diverse needs of the people. Some organization cut across the barrier of nation – states, like United Nations (UN) or World Health Organization (WHO). Organizations provide the medium through which the effort of the people in them is co-coordinated and output is increased (Goel 2004:108).

In Nigeria, there are different types of public organizations, and each of this organization has a core task (objective). The purposes of these organizations are to an extent to effectively manage the resources endowed bountifully to the nation for the upliftmernt of the standard of living. Concisely, organization is a combination of human, materials and financial resources for the accomplishment of national objectives.

The problem we often experienced in any nation of the world usually take place in an organization. As it is rightly defined, organizations are established to accomplish a desired objective. It is in this process that all types of behaviours are being exhibited. Organization is an entity where different social policies are formulated and implemented. Because of that, it is expected that those charged with the responsibility of carrying out the government policies would do so with regard to the laid down procedures. Nevertheless, suffice to say that why most of the public organization fails to achieved its objectives is due to deviation from the scheme of doing things for the sake of their personal interests. This is why most of the Nigerian public organization experiences abuse of office by those charged with the responsibility to conduct the affairs of the nation.

Integrity – According to Oxford Advanced Learners's Dictionary (7th eds), “Integrity means the quality to being honest and having strong moral principles”. Focusing on integrity with regard to public office holders, the Bureau of Public Service Reform (2004) define integrity as “transparent” for instance, transparent in conducting public affairs. In staffing program, recruitment, promotion etc. Integrity means that the procedures or due process should be followed in the scheme of things. Integrity has to do with being honest and strong moral principles. Moral principles connotes doing things the way it should be done without any external or internal influence which could cause public officer to abuse the process. Most of our Nigeria leader has no integrity and this is why public affairs are not being conducted in line with the rule of law. Ndubisi (1998:45) posits, “The strategic story of Nigeria's retrogression since its political independence from Britain in 1960 is very said one indeed. Despite the bountiful endowment of good climate and natural resources, and the advantages of the Arab oil politics in the 1970s, Nigerian has made no substantial progress in modernization. This assertion buttresses the earlier claim that Nigeria Public Officer lack integrity to conduct of the affairs of public organizations. In support the statement above; Ndubisi (1998:45) succinctly argued that the quality of leadership in Nigeria since independence has been consistently low by human standards. No amount of million or billions of naira, which is given to moral, and intellectual mediocre could save them from messing up the money.

The Nigeria leaders by standard have no conscience and lack moral principles hence, money meant for public goods are converted to personal use now resulting to vision circle of corruptions. The tragedy of corruption glut, which Nigerians has been suffering, is terrible and shameful. It is deplorable (Ndubisi 1998:45).

Corruption Defined

According to Ali (2016:30). States that “corruption which is as old as formation of the society by man has been promoted to state craft and described as the single most debilitating cankerworm eating deeply into the fabric of the nation and destroying it almost endemically.” Quoting the former President Olusegun Obasanjo as saying at the inauguration of the Independent Corrupt Practices Commission in 2001 that: “With corruption, there can be no sustainable development, nor political stability. By breeding and feeding on inefficiency, corruption invariably strangles the system of social organization. In fact, corruption is literally the antithesis of development and progress.” Of course, no one can say, with precision, when corruption began on earth or where it emanated from. However, we came to learn that as far back as the time of Egyptian civilization, the Egyptians used special preservatives to spare their dead from complete corruption and that corruption of the upper class in the Roman Empire led to the collapse of that Empire.

We also learned from history that the famous Greek philosopher, Socrates, was put to death because the ancient Athenians believed that he was spreading corruption among their youths (Abbas 2016:30). Perhaps, both the Chinese and Saudi Arabia may have viewed from the action of the Roman Empire and made their criminal justice system that opposed corruption to become a penalty of death sentence.

Nigeria problem emanated from bad leadership, corruption. Because of this, both good leadership and proper development continued to elude the nation due to corruption. According to Nye (1967:27), corruption is behaviours, which deviates from formal duties of a public role (elective or appointive) because of private regarding (personal, close family, private

clique) wealth or status; or violates rules against the exercise of certain types of private regarding influence. Ndubisi (1998:47) defines corruption as any act by a public official which violates the accepted standards of behavior in order to serve private or selfish ends. The end that this behaviour may serve may be social, economic or political.

The definitions above emphasize corrupt practices in public organization. Although, corruption practices exists in private sectors organization. However, as a nation, the moment someone is entrusted with public office, he/she become accountable to the public. In public organization, the management of human, materials and financial resources are to be harnessed in order to achieve the goal of the government. A deviation from the standards laid down in order to serve private or selfish ends amounts to corruption. In all spheres of life in Nigeria, corruption manifests in grafts, kickback, nepotism, sharp practice, malpractice, payoff, misappropriation, extortion, looting, fraud, embezzlement, pilfering, bribery, advanced free fraud (419) all shades of dishonesty, etc. (Odah, 2010:68).

According to Ndubisi (1998:47) “Nigerians suffers tremendously from three forms of corruptions. These are endemic, planned and developmental corruption. Explaining each of the forms of corruption, he states that endemic corruption is “abuse of office”, which occurs in varying degrees. It prevails in the administrative systems which control exclusively the distribution of scarce welfare service. The second, which is planned corruption, is “an instrument of control by politicians to retain power at all costs”. Third, development corruption is associated with the administrative systems that handle numerous development projects without the participation of successful private enterprises in such heavy capital formation or development. What it means is that the government virtually monopolizes capital development and prevents private entrepreneurs from competing with it. The forms of corruptions identified are being practiced in public organizations. Many public officers have been found wanting in an abuse of office because of different types of corrupt practices.

To buttress this point, the administrative practices nowadays are an embodiment of all forms of corruptions. For instance, cognitive, meaning knowing somebody who is at the top does most of recruitments and appointments in the civil service, else you may not be appointed. Promotions are conducted based on biased assessment and not on the true performance appraisal based on hard work and diligent. All forms of irregularities are being condoned. There are many of these activities in our administrative system, which has led to abuse of office hence, the integrity of those responsible for this acts are in doubts. In addition, public service system is highly politicized thereby giving room to all forms of dishonest, tribalism, ethnicity, nepotism, religious alignments etc to feature in the civil service today.

Our political process is highly abused, as majority of the elections conducted are being manipulated or rigged and all forms of irregularities. This behaviours are abounds in every elections conducted in Nigeria as the results is inconclusive or cancelled by the INEC authority. The rerun elections in the country political system have caused Nigerians a lots of pains. Millions of naira that would have been used to better the welfare of the people are being spent from time to time in the name of rerun elections caused by unpatriotic Nigerians who want to win elections at all cost.

Because of the degrees of corruption in Nigeria, Obasanjo (2005:4) states that in their campaign for debt relief during his administration as the President of the Federal Republic of

Nigeria, the corruption profile of Nigeria was one factor that complicated their arguments and prolonged the negotiations. He further lamented that corruption has inflicted pains on Nigerian citizens. However, his administration's fight against corruption, significantly counted in favor of his administration in getting the debt relief. This is as a result of the establishment of the Economic and Financial Crime Commission (EFCC) and Independent Corrupt Practices and other related offence Commission (ICPC) put in place to prosecute corrupt public officers. While it is a welcome development, there were allegations in some quarters that only those who had problem with Obasanjo were prosecuted while the royal breed were shielded the full weight of the law. Former President Goodluck Jonathan attempted during his tenure but not much was achieved in fighting corruption in the Public service, rather majority of the public officer entrusted with the public funds siphoned the funds worth of millions and billions of naira and in some cases in US dollars without being prosecuted.

Olanipekun (2010:30) in his contribution to the book titled Anatomy of Corruption in Nigeria, gave a painful knock to the judiciary on the head for being an aiding factor in making corruption a monster that it is in Nigeria. He states that: "Our criminal justice system is skewed in a way that it does not deter corruption but rather has the opposite effect of encouraging it. Situation where a poor boy who stole a hen is sentenced to two years imprisonment and a high-ranking public officer who embezzled N23 billion is given an option of paying N250,000 fine cannot be said to deter corruption. He quoted a one time Chief Justice of Nigeria, Justice Dahiru Musdapha, where the latter, at the SERAP's 9th Roundtable conference in 2012 gave a keynote address as follows:

...'When the rule of law is weak, corruption will remain a nagging problem. Corruption in the Justice sector is a keystone to corruption throughout the society. Without an honest criminal justice system, the wealthy, especially the corrupt, can escape the consequences of their crimes. Impunity reduces the perceived cost of corruption. The risk that corrupt activities will result in imprisonment and accompanying public humiliation is minimal. The gains of corruption are therefore not discounted and there is thus, little reason beyond personal integrity not to engage in corrupt acts''.

Importance of judiciary in fighting corruption can not be underestimated. Since Nigeria is sick and need urgent treatment, the judiciary system is the only method by which erring members of the society can be made accountable and be made to pay the penalty of any wrongdoing. We suggest that Nigerian should borrow a leaf from those countries that have reform their laws on corruption and input provisions to protect and reward whistle blowers and informants. We must insist on minimum standard on moral behaviour in public offices.

Corruption in Nigeria Public organization has become a vision circle corruptions, hence, President Muhammdu Buhari out of his policy agenda for change, resorted to tackle the fight against the scourge of corruption as a priority. This fight to some extent has started yielding results as those leaders who were involved in corruptions are being fished out for prosecution. There were indications that some of them have voluntarily returned their loots while others were forced to do so. On the media for example newspapers, internets, televisions, etc, there are reports of millions and billions of Nigerian money siphoned outside the country by unpatriotic Nigeria leaders. Although there are still many Nigerians who are dedicated and committed to the development of this nation despite the great odds created by bad leaders in the garden of zoo. But the fear is that how longer could these honest and dedicated Nigerians survive the

effect and vices in which all are encircled? Since corruption has become an obsession among Nigeria leaders, the treatment of corruption must be equally obsessive (Ndubisi 1998:53) This means that the commitment to wipe out corruption in Nigeria must be total. It is a task that must be done. President Buhari should note that there is no halfway measure to the solution of this problem. Efforts should be intensify so that those corrupt leaders are brought to book, so that they will appreciate the national and patriotic effort he is making to put this country on a solid foundation devoid of corruption and corrupt free nation in public organizations.

Administrative Role in Organization Building

An organization is established for a specific purpose. Therefore, the need to ensure that an organization is developed becomes imperative. This concept of development can not take place unless human aspect is put into consideration. This requires talent, experience and interest in developing an organization. Thus, organization building is extremely important in the field of public administration. Thus, no administrative performance is possible without a suitable organization. Building an organization is, therefore, the starting point of any administrative performance (Geol 2004:109). According to Goel (2004), 'the role of administration should be role congruence of the organization and its members. Role is the point where the organization and the individual meet. Role means the pattern of actions expected of a person in activities involving others. Role analyst aims to decode the organization's expectation from the individual and the individual's expectations from his association with the organization, bring into focus where these can meet to ensure better performance and effectiveness. When expectations of role are materially different or opposite, a person tends to be in role 'conflict'. This generates psychological reactions – low self-actualization, lows self-esteem, job tensions, job disenchantment/ alienation and job dissatisfaction.

Organizational effectiveness follows from the effectiveness of the individuals in their respective roles. The ultimate goal of role analysis should be to ensure integration of the goals of management, employee and the organization (Goel 2004:109) In Nigeria, the situation is different in terms of role attainment. From experience and record, Nigeria public organization was built on British model at the early stage but with administrative reforms, many ideas are borrowed from other western ideology of administrative process. The normal practice in modern world is that recruitments are based on talent, experience and qualifications. This idea was to build a suitable organization that could deliver the goal of government. It is expected that any formidable organization should interpret its role which is expected of an employee to perform at a given time. Similarly, the employee's expectation from the organization should be congruence to the role performance. A conflict in Nigerian public organization has become rampant because of inability of both parties to agree on an issue that bothers on the organizational environment. This result to incessant strike action in every sector of public organization, hence a high degree of economic development objective is on the decline.

In reference to recruitments process in Nigeria, it shows that the public officers lack patriotism and integrity in the conduct of their official responsibilities. An instance here in point is the method of recruitment exercise organized by the then Minister for Interior in person of Aba Umoru who subjected Nigerian applicants into what one may call a clustered environment that led to the stampeding many to death. It was even worst off when the applicants were forced to pay before their applications were processed. There were claims that over N6,000,000 (six million of naira was extorted from the applicants). In recent times, to get job at the Federal level would cost an applicant not less than N400,000 through bribe.

On the contrary, there are low morale and job dissatisfaction in the Nigeria Public Service. Workers are being owed salaries and allowances in arrears of months. The situation in the state civil service is even the worst to be compared. However, Nigerians are aware of the decline in oil revenues in the recent time, which has affected the level of government performance in the provisions of social services. But during the period of oil boom how much efforts have our leaders made to provide enough social amenities to the citizens? Rather, the experiences are that these money were diverted for personal enrichment because of endemic vision circle corruption. We blame our leaders for the misfortune that has befallen Nigerian citizens today. However, both the organizations and the employees should cooperate in their roles so that both the employees and the government can join hands to fight against the insurgence of corruption in the Nigeria Public organizations. Organization is normally made up of human beings who in turn co-ordinates others resources in order to achieve the organizational objectives. Therefore, the need to build integrity in human resources become imperative if Nigeria nation must develop.

Building Integrity in Human Resources

In as much as the focus of this paper is organizational integrity and emphasis here will be on the role of human resources in sustaining integrity. In building national integrity system, there should be transparent in the whole processes of the role of human resources in an organization. By building a national integrity system, starting from recruitment procedure, promotion processes, and other related government functionary should be based on merits. In the staffing programmes, especially, with regards to leadership or other sensitive positions the ethics of the organization should be followed strictly. In staff performance appraisal and promotion emphasizes should be place on doing the correct thing, meaning transparency and integrity should be the watch words of those entrusted with the responsibility. Preventive measure should be given to recruitments, promotion, training, job rotation, as well as declaration of asset and conflict of interest in public organization.

For the various reforms to be effective, especially as regard to build integrity system, the Bureau of Public Service Reforms should design anti-bribery business rules for use in both public and private enterprises. This rule should apply to bribery in public office and to private-to-private transactions. The rule should prohibit bribery and other forms of corruption, which occurs direct or indirect. There should be a commitment in the implementation of a programme for countering bribery. This become necessary because why most of the government policies fail to achieve it goal is due to lack of commitment to implementation. The aim of suggesting anti bribery principles is to provide a framework for good business practices and risk management strategies for countering bribery. Moreover, it help to assist in eliminating bribery and demonstrating the commitment to countering bribery. Finally, to make a positive contribution to improving business standards of integrity, transparency and accountability become imperative (Kwok 2005:28). The concept called bribe is a serious problem, which impinges on the integrity of human resources management in an organization. It is a bottleneck to national development and the war to completely eradicate bribe from the public system is a task that must be done.

The Concept of Bribe

Bribe is any form, of kickbacks, on any portion of a contract payment, or the use of other roots of channels to provide improper benefits to customers, agents, contractors, supplier or employees of any such party or government officials. Another form of bribe is gifts, hospitality,

and expenses. The receipt of gifts, hospitality or expenses by employee for his personal benefits or that of the family, friends, associates or acquaintance is regarded as bribe. Since bribe is seen as illegal act in the conduct of official responsibility, strategy for the control of bribe is a necessity as bribe is the root of all corruptions in the public organization.

Strategic Corruption Control

According to Kwok (2005:36), Corruption control involves a three prong approach namely: deterrence preventive and education. He further asserts that enforcement is a key element in corruption curtailment as it demonstrates that there is a practical will to check the scourge. In doing this, public support is assured, providing further justification for system review, public education, recovery of corrupt proceeds and implementation of other measures to deter the most corrupt (Kwok 2005).

Perhaps, this idea inspired the action of President Muhammadu Buhari in his political will to check the scourge of corruption in the Nigeria Public Organizations. Since he assumed office barely a year now, the role of the EFCC and the ICPC in tracking down those who loots the government treasury are yielding positive results. This is being done systematically in order to bring the culprits to book and show deterrent to others.

Kwok (2005:36) suggest the following measures for effective deterrent to corruption culprits:

1. An effective complaint system to encourage the public to turn in their reports.
2. A quick response to issues raised in a reports by the public by anti corruption agencies and other relevant institutions/partners.
3. A culture of zero tolerance to corruption.
4. A pro-active approach in dealing with known and emerging issues in corruption.
5. Effective prosecution and disciplinary procedures and actions.
6. Demonstration of the highest level of professionalism.
7. Publicizing successful cases.

The culture of zero tolerance to corruption will be sustained if these strategies are strictly implemented. Corruption became a body language of Nigerians because public funds or properties are seen as no man business. People feel that Nigerian funds can be converted into private gains since there is no concrete and sincere anti-corruption approach to prevent re-occurrence of vision circle corruption that has pervaded the entire organizations. Community education is suggested to enhance the crusade against corruption and to create a corruption free society. This will be channeled through media publicity, press releases, enforcement activities, conferences, interviews, television, radio drama series mass media commercials to elicit public support, promote public awareness, to deter the public, and serve as corporate image building of anti-corruption agencies.

School moral education, public sector education through self disciplined codes, preventive talks, supervision services, best practices/managers guide-book, business sector through seminar and visits as well as development center, and professional bodies (Kwok 2005). In addition to effect change and create corruption free society, professionalism is essential requirement also because it need the services of expertise or professional investigators, intelligence and accountant, lawyers, management and technical experts, public relations and education and ethics experts.

Commenting on the role of the media in fighting corruption in the society, Adenipekun (2016:30)

says, “Nigerian Media are manned by Nigerian citizens. As watch-dogs of the society, Journalists are expected to bridge the gap between the government and the society”. He quoted a London Times editorial of 1851 which articulated the role of the Media as follows:

“... The Press (being a professional whistle blower) lives by disclosures... for us with whom publicity and truth are the air and light of existence, there can be no greater disgrace than to recoil from the frank and accurate disclosure of facts as they are. We are bound to tell the truth as we find it, without fear of consequences to lend no convenient shelter to act of injustice and oppression, but to consign them at once to the judgment of the world”. Finally, the citizens should be encouraged to see corruption as a stigma on their reputation. Focus should change to the fact that corruption makes us poorer as a people. The little resources (available) can go round if not for corrupt practice of greed and selfishness. The citizens must be ready to pay the role of whistle blower and informants for the agencies that are saddled with the responsibility of combating corruption (Abbas 2016: 30).

Conclusion and Recommendation

Nigerian public organization is known for different forms of corrupt practices, a development which has made the IMF to group Nigeria as one of the most corrupt nations in the world. This corrupt activity of our leaders and public officers has made it difficult for the country to grow in terms of development since independence. Majority of the rural dwellers are poor and lack social amenities. This is because the Nigeria leader have been found wanting. Rather than utilizing the abundant resources for the interest of the vast population, the resources are being converted for their personal benefits rather than public interests. Our Nigeria civil service system is known also for endemic corruption. Corruption has gone deep into the fabrics of Nigeria civil service. There are no more transparency and merit in the scheme of things. Hence, the situation is more or less a spoilt system rather than merit system, which we adopted from the western ideology in the administration of public affairs.

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