

The Administrative Ethics and its Role in Enhancing the Integrity of Employees in the Public Administration



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Abstract:

This study seeks to analyze and discuss the topic of The administrative ethics and its role in achieving integrity and combating corruption, given the modern trends witnessed by the public administration, including the adoption of the concept of ethics. Through our study, we attempt to prove the existence of this concept and the extent of its impact on professional behavior, based on the consideration that the human element is a fundamental pillar for the development and growth of administration. We also consider work ethics as a fundamental pillar for ensuring the integrity of employees in the public sector, by integrating individual values (such as integrity) with institutional mechanisms (such as accountability). Its success requires integrated efforts, including legislation, training, and technology, to build community trust and achieve good governance.

Keywords: administrative ethics; Integrity; public administration; Corruption; Efficiency.

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Introduction:

Since the inception of management, administrative corruption has emerged with it. However, its prevalence and types vary depending on the work environment and societal circumstances. Although divine religions and other man-made systems have sought to eradicate and combat this administrative corruption through their religious teachings and moral guidance, it has persisted with the persistence of the weakness of the human spirit and the tyranny of material desires.

With the establishment of current government systems based on bureaucratic structures since the nineteenth century, the theoretical assumption has been that government employees are agents of the majority of the people, or servants of the general interest of society when they perform their assigned duties within agreed-upon rules. Therefore, the bureaucratic system assumed that civil servants possess a certain set of ethics befitting their responsibility as agents of the nation in managing its affairs, and reducing the incidence of administrative corruption. However, the practical application of these bureaucracies and democratic systems has revealed many shortcomings and deviations. Given the significant impact of the absence of work ethics on the political and economic performance of countries, especially in recent years, a pressing need has emerged to study this topic, given that work ethics is a topic that has received the attention of behavioral and administrative experts. This requires examining the various aspects of this topic and the extent to which employees possess it.

Islamic theory, which bases its administrative thought on the texts and directives of the Islamic faith, has introduced an important social dimension that influences administrative behavior within organizations: the ethical dimension. This dimension is based on the human values that pervade society and on the actual practices of the administrative process, including planning and organizing collective human activity, defining responsibilities, coordinating its institutions, and providing guidance, oversight, and follow-up. This, in turn, creates a society of sufficiency and justice, which is the highest goal of any administrative theory.

Accordingly, the study raises an important problem related to the role of professional or job ethics in preventing and combating corruption, and the position of international and national legislation on it, and among the questions that can be raised in this regard: respect She: How can work ethics?**To enhance the integrity of employee behavior within the public administration?**

To answer this question, the following hypothesis was formulated:

-Hypothesis: There is a positive relationship between implementing administrative ethics approach in the public administration and increasing employee integrity.

Hence, the study was divided as follows:

1. The conceptual framework of the study:

The study includes many variables and concepts that must be considered when determining their content and clarifying their ambiguity, including:

1.1. Defining concepts: From it

a- Definition of ethics:

- **Ethics language** :she Plural of the singular is khuluq, which is derived from the root (kh.l.q) which indicates estimation, and from it comes creation which is nature and disposition. So creation and character have one source, but creation is specific to the form and character is specific to nature. In the dictionary Al-Muhit, with the dammah and two dammahs, character is nature, nature, chivalry, and religion (Majd al-Din Muhammad al-Fayrouzabadi,p.812). As for the word ethics, it is a common term, but it is not linguistically eloquent because the Arabs did not pronounce it at all. It contains two errors: the first: with regard to the plural, and the Arabs only attribute to the singular. If the word is plural, they make it singular and attribute to its singular, as they say in the attribution to "nations": "dawli," meaning like the attribution to "state." The second: adding the alif and the ta' to this attribution, and this is a plural that has not been transmitted from the Arabs like it. (Maino Jalali and Arous Kawthar, June 2020, p. 68).

-Technically:

Ethics are the moral principles and values that govern the characteristics of an individual or group with regard to what is right or wrong. They revolve around four main axes: performing purposeful actions, not harming others, not deceiving in any dealings, and not being biased in engaging in any practices in favor of one party over another. (Abu Zaid Kamal Khalifa, and Marai Attia Abdel-Hay, 2004, p. 73).

b- Definition of work ethics, profession, or job: Professional ethics has many names. Some call it job ethics, while others call it work ethics, or rules of professional and job conduct. They all refer to the same meaning, as they are guidelines derived from principles and values that concern how to behave appropriately while practicing various professional activities.(Hussein Muhammad Al-Farihi and others ,p03),It is a set of good qualities that must be present in the professional to perform his work in the best possible way .(Saeed bin Nasser Al-Ghamdi, 2011, p. 33).

On despite the great effort that has been made to define business ethics, there is no agreement on a precise and specific definition of ethical behavior in the workplace that can be applied to working individuals. According to Al-Lawzi defines work ethics as "the ideal professional behaviors and conduct that a government employee must follow in order to perform his duties

with proficiency to achieve the public interest without compromising the efficiency of government operations. It includes, among many other aspects, sincerity in work, loyalty to the constitution and laws, and respect for all that is good, right, and just in organizing work affairs." (Al-Lawzi Musa, 1998, p. 29).

As There are several definitions of business ethics in management literature, but the underlying essence is the same, even if the wording differs. Among these definitions is the statement that it is "a set of principles and standards that govern the behavior of an individual or group. These principles are linked to determining what is right or wrong in a given situation." (Tahseen Al-Tarawneh, 1990, p. 155.)

As some people believe that work ethics are "a set of rules and principles that a professional must adhere to and act according to, in order to be successful in his dealings with people, successful in his profession as long as he is able to gain the trust of his clients and those who deal with him, including his colleagues, superiors, and subordinates."

And he knew her others define it as "a professional, functional behavior based on a set of values, norms, and traditions that are agreed upon and recognized by members of a society, regarding goodness, right, and justice in organizing their affairs." (Egyptian Mohamed Abdel Ghani, , 1986).

As it is heading comparative legislation establishes the ethical principles that employees must adhere to in a document issued by the organization known as the "Code of Professional Conduct." This document is issued by an organization or state that includes a set of relevant values, standards, and principles, defining what is desirable and undesirable behavior within the work environment. It is also a document that guides employees in an organization (or state) to the behavioral controls that must be adhered to, and some aspects of professional behavior, including: observing honesty, discipline, not accepting bribes, not accepting gifts, etc., as well as the penalties that an individual may be exposed to in the event of a violation. Codes of ethical conduct may be issued in booklets or bulletins that remind the organization of its values and ethics, and some organizations require employees to sign the code to be aware of it and adhere to its requirements. The importance is not in the existence, size, form, or content of the code of ethics, but rather in the extent of adherence to it by employees, administrative leaders, and citizens who benefit from the organization's services. (<https://rs.ksu.edu.sa>)

And the UAE Code of Professional Conduct and Ethics for Public Service defines professional ethics as the employee's performance of his job duties with honesty, integrity, and objectivity, and continuous work to achieve the objectives of the entity for which he works. He must exercise his duties within the limits of the powers granted to him, and perform his work in good faith, free from malicious intent, negligence, violation of the law, or harm to the public interest, to achieve a personal interest for himself or for others. (Maino Jalali and Arous Kawthar, June 2020, p. 70).

c- Definition of corruption :

And I have the World Bank has attempted to define corruption by defining the activities that fall under this concept as follows: Corruption is the misuse of public office for private gain. Corruption typically occurs when an official accepts, requests, or extorts a bribe to facilitate a contract or tender. It also occurs when agents or intermediaries of private companies or businesses offer bribes to benefit from public policies or procedures, outmaneuver competitors, and profit outside the framework of applicable laws. Corruption can also occur through the exploitation of public office without resorting to bribery, such as appointing cronies, directly stealing state funds, or using public resources for private purposes.

d-Definition of integrity:

Indicates the term "public sector integrity" or "public integrity" refers to the efficient and honest use of the powers and resources entrusted to the public sector for public purposes. Additional relevant ethical standards to which the public sector is expected to adhere include transparency, accountability, efficiency, and competence. For example, United Nations staff members are required to adhere to the highest standards of efficiency, competence, and integrity. The United Nations Staff Regulations define integrity as including, but not limited to, probity, impartiality, fairness, honesty, and truthfulness in all matters affecting their employment and status (UN Staff Regulation 2.1 (b)). Public integrity has also been broadly defined as perseverance in adhering to and adhering to shared ethical values, principles, and standards for upholding the public interest over private interests in the public sector. (OECD, 2017, p7). and integrityPublic integrity is essential for promoting the public good and ensuring the legitimacy of public institutions. It is also the antithesis of corruption, as recognized in Articles 7 and 8 of the United Nations Convention against Corruption. However, strengthening integrity in the civil service is a complex challenge that involves more than simply requiring employees to adhere to personal and professional ethical standards. In the absence of an ethical culture and an appropriate integrity management system at the institutional level, civil servants may face obstacles that prevent them from acting with integrity at the individual level, despite their best efforts. (Integrity and Ethics in the Public Sector, 2018, p. 2.)

1.2. ImportanceProfessional ethics in combating corruption.

It is covered professional ethics play a prominent role in the prevention and fight against corruption. Some of its importance is evident in the following:

Firstly: lies the importance of professional ethics in the role it plays in reducing and combating corruption; without it, an ineffective administrative apparatus will emerge, tainted by methods of administrative corruption. Therefore, it is necessary to research the honest and noble values and ethics that oblige a public employee to perform his job duties within the framework of the public interest, and to

perform his duties as expected of him, far from exploiting the position for personal ends and interests. (Abdul Aziz bin Saad Al-Qahtani, 2014, p. 3).

secondly: as the importance of professional ethics rules appears to be that they define for the professional and constantly remind him of the proper conduct that he should adhere to in carrying out his professional duties. This is because, in the face of the problems that the professional encounters in carrying out his professional obligations, it may seem inappropriate to leave him to resort to his personal vision, as this vision differs from one person to another, and may dictate an incorrect judgment to the professional. Therefore, it is better for the professional to determine his position according to the traditions and customs of the profession, which are a mirror of what the people of the profession have accepted and what has settled in their consciences of solutions. Accordingly, the professional ethics rules are mostly for professional customs, but they are mostly a consecration and codification of them. (Jaber Mahjoub Ali, 1998, p. 346).

Third: that unethical behavior by public employees, regardless of their position on the career ladder, is considered a major cause of the failure of development in all its aspects. This has prompted developed, supportive, and wealthy countries to link the provision of development support in developing countries to administrative reform, combating corruption, working transparently, respecting human rights, and improving the quality of public services. This is achieved by focusing on public service and its ethics to limit and combat administrative corruption. (Abdul Aziz bin Saad Al-Qahtani,p6).

Fourth: feel many contemporary jurists have highlighted the social value of professional ethics today. This may stem from a general sense of its usefulness. Understanding and acting in accordance with it has become a social necessity. Given the role played by professional ethics rules, many pieces of legislation explicitly stipulate the obligation for professionals to adhere to and respect them. (Jaber Mahjoub Ali, p. 6).

1.2.Ethics Profession in Algerian legislation:

On Like all countries in the world, Algeria ratified the United Nations Convention against Corruption in 2004. (Presidential Decree No. 128/04) and so on African Union Convention on the Prevention and Control of Corruption (Presidential Decree No. 06/137) and the Arab Convention on Combating Corruption, (Presidential Decree No. 14-249). In addition, it issued Law 06-01 on the prevention and fight against corruption. (Law No. 06-01),Which is the basic framework for combating corruption in Algeria.

I have the Algerian Anti-Corruption Law includes important provisions regarding professional ethics. Articles 7 and 8 are devoted to codes of conduct for public employees. Article 7 stipulates that, in order to support the fight against corruption, the state, elected councils, local authorities, public institutions and bodies, as well as public institutions with economic activities, shall work to

encourage integrity, honesty, and a sense of responsibility among their employees and elected representatives, particularly by establishing codes and rules of conduct that define the framework that ensures the proper, fair, and appropriate performance of public functions and electoral mandates. Article 8 stipulates that a public employee is obligated to inform the presidential authority to which he/she reports if his/her private interests conflict with the public interest, or if this would affect the normal performance of his/her duties.

In addition to this text, the Supreme Judicial Council issued a code.*The ethics of the judicial profession include the emphasis on the duty of the judge towards society to perform his duties well, to preserve the sanctity of the judicial mission, and to possess the qualities of integrity, uprightness, impartiality, neutrality, independence, and full dedication to his performance, and to adhere to the rules and behaviours that aim to achieve justice and the rule of law. (<https://droit.mjustice.dzf>).

And in the same context, the Algerian legislator issued a Code of Police Ethics by decision dated December 12, 2017, which included a diverse set of ethical principles and values that police officers must adhere to when performing their duties. (Official Gazette of the Algerian Republic).

It remains it is worth noting that the Algerian Basic Law of the Civil Service contains a set of provisions related to employee ethics within the chapter related to employee duties. Article 41 stipulates that the employee must perform his duties with complete honesty and impartiality. Article 42 stipulates that the employee must avoid any act that is inconsistent with the nature of his duties, even if it is outside the official duties. He must also behave in all circumstances with appropriate and respectful behavior. Article 54 prohibits an employee, under penalty of Algerian prosecution, from requesting, requiring, or receiving gifts, donations, or any privileges of any kind, directly or through another person, in exchange for performing a service within the framework of his duties. (Order No. 06-03).

2. Preventive methods for preparing employees for work ethics and improving efficiency General Administration:

Perhaps the greatest challenges facing public administration in the ethical development of its employees are how to deal with many negative ethical issues, such as administrative corruption, lack of dedication to fulfilling job responsibilities, abuse of power, and other negative phenomena. Mediation has spread as a social value because society was unaccustomed to dealing with bureaucratic systems and hierarchical structures of power. Mediation was a means of avoiding these issues

and facilitating transactions—which made mediation a phenomenon denounced and practiced by all. Administrative corruption has spread as a result of the ambiguity and complexity of regulations, coupled with the broad powers of administrative decision-making without effective oversight or control. Although many countries have denounced administrative corruption and are seeking to combat it by raising awareness and issuing deterrent laws, regulations, and regulatory procedures, favoritism, nepotism, and favoritism of relatives remain difficult to control, given the power and status of the family and the complexity of social relations. This is also because society is undergoing a transitional phase from a family and tribal society to one based on state and democratic systems. Governments and countries in particular are obliged to adopt and impose preventive administrative methods to confront various administrative corruption activities.

2.1. Program Ethical preparation and its steps:

It increases the importance of ethical preparation is that it is the focus of many administrative reform strategies, and also because it provides, in the event of its effective application, a conscious and committed administrative leadership elite, which simplifies its direct influence on the commitment and discipline of others who work under their authority, and this in turn leads to the commitment of the entire administrative apparatus to ethical systems. (Alfiler m, 1986, p.67).

This confirms Islamic Sharia directives in highlighting the role of role models and their impact in eliminating administrative corruption. Therefore, it was said to Omar bin Al-Khattab, may God be pleased with him, when he established justice and established truth: "You were chaste, so the subjects were chaste. If you had grazed, the subjects would have grazed." As Ali bin Abi Talib, may God be pleased with him, saw him once running to the outskirts of Medina, so he said to him: "Where are you going, Commander of the Faithful?" He said: "A camel from the charity camels has run away, so I am looking for it." He said to him: "You have tired out the caliphs after you." (Ibn Kathir Ismail bin Omar, pp. 135-136).

It is represented by basic steps for ethical preparation in:

- More moral awareness and ethical analysis of problems;
- Deepening the principle of public service;
- Reforming and formulating employee values and behavioral patterns;
- Establishment positive social values that increase the participation and productivity of the national workforce, while creating mechanisms for its care and prosperity;
- Find administrative control tools;

- to encourage employees and citizens to expose administrative deviation and corruption.

2.2. Requirements for the success of moral preparation:

It requires successful moral preparation requires numerous requirements, including the support and endorsement of the country's leadership, the availability of supportive public awareness, the presence of a political movement that supports this matter, the existence of an educational system that responds to administrative and environmental requirements, the availability of appropriate training capacity, and the allocation of sufficient resources to the moral preparation process. (Hetzner, c and schmidt, 1986, p.450-455).

Therefore changing employee values and behavior patterns was a requirement for the effective implementation of any human resources development strategy. In Singapore, the most important factor in improving the effectiveness of the bureaucracy was modifying or correcting attitudes and behavior patterns through the establishment of a specialized center for training and properly preparing civil service cadres. Therefore, ethical preparation is the main pillar in rationalizing employee values and behavior patterns..(Fouad Abdullah Al-Omar,1999, p. 80)

2.3.Codes of Ethics: A Tool for Promoting Integrity and Public Sector Ethics:

It is reinforced public ethical behavior is largely achieved through transparency of procedures and openness to disclosure.

Information raising awareness and good leadership levels, in addition to the quality and design of the legal and regulatory structure of the public sector. Efforts to protect and promote ethics in public administration are based on three pillars:

- Anchoring ethical principles and objectives within a constitutional and legal framework:
- Investigation effective human resources management or personnel affairs.
- Strengthening ethical values among public employees, especially those in leadership positions.

Behavior ethics, in practice, is the product of complex interactions between several factors. Public administration researchers and practitioners often point out that, in addition to a strong and firmly enforced legal framework, a proactive approach must be adopted, including measures to limit and prevent unethical behavior.

And is related a proactive approach to promoting ethical behavior in public institutions is directly linked to factors such as prohibiting the politicization of public employees, providing good working conditions and fair salaries, an open and

stimulating work environment, effective and active communication at all levels, in addition to positive role models, especially from leaders. Administrative. Finally, the system must take into account politician. Elected politicians need integrity. Professional.

Expand today, there is a consensus that institutionalizing high ethics cannot be achieved if it remains a stand-alone policy. Rather, it must be closely linked to the legal framework and the organizational and administrative structure of public bodies and organizations. There is a strong link between the ethical or unethical behavior of civil servants, on the one hand, and the institutional and organizational characteristics of the country as a whole, including the availability of good working conditions for public employees. In this context, codes of ethics have spread among OECD and EU member states as tools aimed at supporting and promoting ethically conscious policies within their governments.

In while codes of ethics were virtually nonexistent just a few years ago, today almost all governments are concerned about the need to invest in this tool. However, codes of ethics are living instruments, not set in stone. They are written one day and last forever. They must be understood and accepted by those charged with implementing them, on the one hand, and must be continuously maintained to ensure their development, improvement, and robust implementation, on the other. Codes of ethics must unless it turns into a useless decoration, and it must be remembered. employees. In its content, systematically and on the basis of regular. And provide them with continuous training on its application. practically. In their field of work.

In brief, codes of ethics can certainly provide a useful tool for combating unethical behavior in the public sector, and their effectiveness can be enhanced if they are an integral part of the organizational policies of the relevant institutions. Achieving this goal requires continued awareness-raising and training on the content and application of these codes. Furthermore, it would be beneficial to involve civil servants at all levels in the process of drafting and developing these codes to enhance understanding and acceptance of codes of ethics among the targeted population. (Francisco Cardona, August 2019, pp. 7-8.).

2.4. Towards an approach to strengthening integrity and ethics in the public sector: (Management Public integrity):

Public institutions operate for the good of society. They are obligated to use the resources under their control effectively and efficiently, in accordance with legal standards and shared ethical values. The traditional approach to promoting ethics in public institutions has been based on enforceable rules and discipline. However, in recent decades, the world has witnessed an increasing degree of complexity and rapid change, calling for more flexible and adaptive procedures for public service delivery. In this context, officials have been empowered to make decisions and are given broader discretionary powers. While these delegations and

powers can produce better results and motivate public officials, they also carry the risk of abuse by unethical officials who may exploit their authority for personal gain rather than advancing the public interest.

Also, to address the ethical risks involved in discretionary decisions and strengthen institutional integrity, public institutions establish internal controls, as well as frameworks for performance evaluation and accountability. In parallel, public institutions adopt measures aimed at strengthening employee motivation and promoting rule-based decision-making. In addition to these, there are legal rules and external regulations that require adherence to certain standards. A variety of internal and external bodies promote integrity and compliance through investigations, audits, training, and other functions. The system of laws, regulations, policies, practices, personnel, agencies, and units that promote ethical decision-making, prevent corruption, and advance the public interest is generally referred to as an integrity management system. (OECD ,p9) These systems may not always be called "integrity management systems," but the concept is useful because it recognizes that promoting integrity and ethics in the public sector requires a systems approach.

And a point the starting point for developing a public integrity management system is the mission: serving the community. Institutions define the goals and values derived from this mission and translate these goals and values into operating rules that help achieve the desired results. To ensure that daily activities are carried out in accordance with the operating rules, institutions establish meaningful and practical internal control systems.

As rules and regulations alone are not sufficient to ensure integrity. Organizations must ensure that their integrity management systems do not exist merely on paper but are also translated into daily practice. Part of this relates to the competencies, skills, and discipline of employees. Another part is aspirational: employees must be committed to implementing the rules. For this to happen, employees' personal and professional values must be aligned with the organization's goals and practices. In this sense, an integrity management system aims to align these components through, for example, training, codes of conduct, and codes of ethics. Taking such a systems approach to integrity management is beneficial because it targets the entire organization and aims to ensure that corporate rules and values are mutually reinforcing and accepted by all stakeholders.

And with while employee commitment and competence are essential to ensuring public integrity, accountability is also important. In this context, institutions must adopt procedures for reporting breaches of integrity and adopt measures to protect whistleblowers. Institutions should also establish disciplinary systems and oversight mechanisms such as internal audits and internal investigations. Promoting and disseminating a culture of integrity requires

encouraging employees and institutions to learn from their mistakes rather than relying on blame and punishment. However, ensuring compliance requires, in some cases, taking action against employees who violate the rules. A careful balance must be struck between accountability and softer learning processes.

However, even with the best enforcement mechanisms, rules can be improved. Therefore, not only financial incentives but also moral incentives should be used to establish an ethical environment. This is consistent with the understanding that decision-making is not only rational but is also influenced by surrounding circumstances and emotions. Thus, while material incentives and sanctions are important, human behavior is also influenced by more moral rewards, such as a sense of belonging to the community or being seen as a valuable employee.

Conclusion:

In conclusion, it should be noted that professional ethics as a basis for corruption prevention is a cornerstone of this field. No country, no matter its size, can truly escape the consequences of corruption without developing a strategy based on instilling the values of integrity, transparency, and the rule of law in all aspects and sectors of life. The study reached the following conclusions:

Firstly: The real problem is not whether or not there are codes of conduct, but rather the extent to which what is included in these codes is actually and truly implemented. What is the point of setting the text and not committing to implementing it.

Third: In addition to criminalization and punishment, as well as professional codes of conduct and ethics, the fight against corruption requires genuine political and social will to combat this phenomenon and embody the principles of good governance based on integrity, transparency, accountability, and the rule of law. This is a principle lacking in all underdeveloped countries where corruption is widespread.

By presenting the topic we concluded the following recommendations::

A strong legal framework for building integrity must first be developed before these countries consider moving to more ambitious codes of ethics, as trust in institutions is essential for ambitious codes of ethics to be effective.

- Promoting a culture of integrity, which is the system of values related to honesty, trustworthiness, and sincerity in work, which plays an effective and important role no less than other elements.

- The need to link laws and regulations to the public morals system, while achieving balance and coordination between oversight bodies, and to review the powers of the National Authority for the Prevention and Combating of Corruption and support it with greater independence.

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