

PREVENTING CORRUPTION AT WORK VIA LEADERSHIP SELF-ACCOUNTABILITY

ПРЕДОТВРАЩЕНИЕ КОРРУПЦИИ НА РАБОЧЕМ МЕСТЕ С ПОМОЩЬЮ САМООТЧЕТНОСТИ РУКОВОДСТВА

Khashimov Shokhjakhon

Independent PhD researcher, ASIFL Teacher of the Department of Practice of the English Language

***Abstract:** This work pays special attention to the corruption in the workplace. By using option pricing techniques, the paper shows that the monetary value of a corrupt activity is equivalent to a regular bond and an analyse in the literature view and it's constant stream of scandals in both the public and corporate sectors, which has raised interest in self-accountability as a means of avoiding unethical behavior in the workplace.*

***Аннотация:** В этом тезисе особое внимание уделяется коррупции на рабочем месте. Используя методы ценообразования опционов, в статье показано, что денежная оценка коррупционной деятельности эквивалентна обычной облигации и анализу в литературе, а также постоянному потоку скандалов как в государственном, так и в корпоративном секторах, что повысило интерес к самоотчетности как средству избежать неэтичного поведения на рабочем месте.*

***Keywords:** Corruption, self-accountability, volatility, ethical work environment, economics.*

***Ключевые слова:** Коррупция, самоотчетность, непостоянство, этическая рабочая среда, экономика.*

Corruption in the workplace has been one of the most widely addressed issues in recent years. The past few decades have seen a constant stream of scandals in both the public and corporate sectors, which has raised interest in self-accountability as a means of avoiding unethical behavior in the workplace. This thesis discusses five leadership strategies that impact self-accountability in terms of fostering ethical behavior in order to address the need to promote self-accountability in the context of leadership. Scholarly literature on corruption and self-accountability was examined and trends surfaced in five practices: self-criticism, self-monitoring, self-management, self-leadership, and moral cognitive. The purpose of this study is to give organizational leaders a framework for improving their self-accountability procedures in order to lessen dishonest behavior and foster an ethical work environment.

Corruption became one of the most important problems and issues in scientific discourse over the last decades. Corruption can be defined as the breaking of a rule by an individual(s) or organization(s) for private gain [3]. The use of public office for personal benefit is one corrupt practice in public organizations [7]. A significant portion of corrupt activities in businesses and private enterprises end with the executives of those organizations endorsing corruption on behalf of their company [9]. Corruption generally leads to greediness, unemployment, organizational weakness, poor law enforcement, and lack of ethical standards, which consequently weaken the notions of justice and trust [2] [12].

Corruption in the workplace is one of the most intensively discussed themes in recent years [1]. Organizational leaders are forced to deal with situations that could lead to difficult ethical conundrums due to the volatility of today's market. Values and ethics are among the leadership abilities that must be developed in order to produce organizational leaders [8]. Leadership behavior includes making and acting in an ethical manner [5]. Making and doing moral decisions and actions is a crucial part of good leadership. The absence of mutual regulation of conduct resulting from a lack of ethical standards and codes may cause a leader to become confused while making ethical decisions [6]. [11]. When it comes to leadership, workplace

corruption describes how a person in a position of authority abuses their authority [10]. Such a leader might be a public officer who takes advantage of her/his position for personal gain [7] or a business manager who facilitates corruption for personal and/or organizational benefits [4].

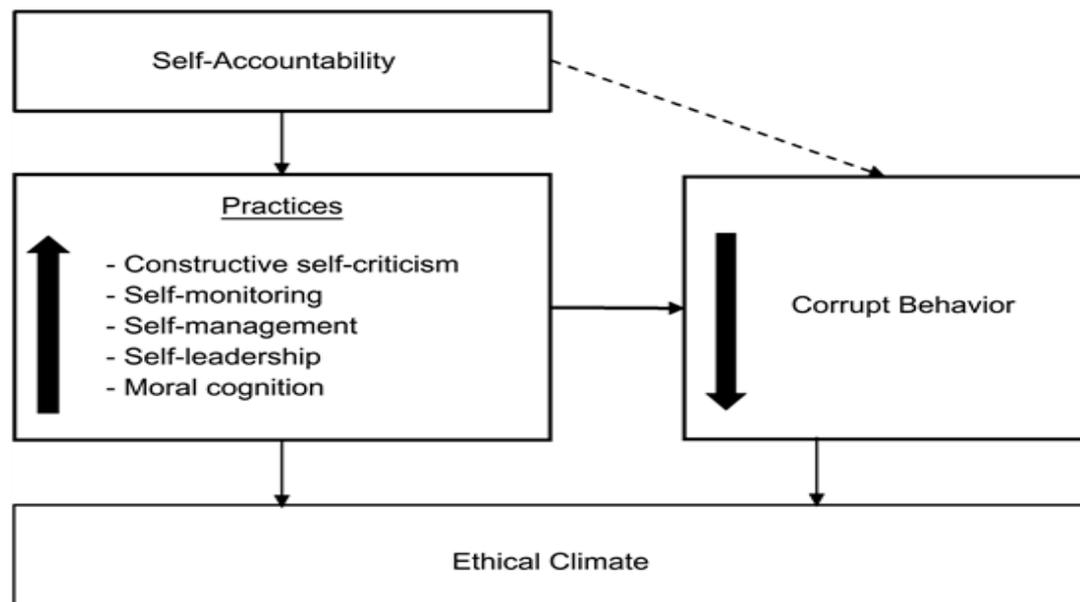
The literature on corruption deals with studies that focus on the relationship between corruption in the workplace and ethical behavior. Nevertheless, little research has been done on the subject of the connection between self-accountability and workplace corruption. There aren't many researches in the literature, in particular, that address how enhancing self-accountability practices could contribute to a decline in the amount of unethical behavior that disregards the expectations and worries of coworkers and the community at large. In this regard, this paper aims at providing organizational leaders with a framework for increasing their self-accountability practices toward reducing corrupt behavior and creating an ethical climate in the workplace.

There is a dearth of studies that focus on the relationship among corruption in the workplace and self-accountability. Research has been lacking in the literature, particularly with regard to how enhancing self-accountability practices might contribute to a decline in the quantity of unfavorable workplace behaviors that transgress others' expectations and concerns. With the goal of decreasing corrupt behavior and fostering an ethical work environment, this study intends to give organizational leaders a framework for strengthening their self-accountability procedures. In this sense, the purpose of this literature review is to examine how leaders might avoid engaging in unethical behavior at work by embracing self-accountability.

There are some methods to prevent corrupt behavior in the workplace:

- Present leadership self-accountability as an interpersonal quality. Moreover, literature on self-accountability encompasses practices to increase leadership self-accountability.

- Present literature that explicitly highlighted corruption and self-accountability collectively, specifically to witness if self-accountability practices can help leaders and organizations prevent corruption.
- Present ethical climate at workplace as an outcome of reducing corrupt behavior.
- Provide a framework for practicing self-accountability to assist leaders prevent corrupt behavior in the workplace.



One of the topics that has received the greatest attention in recent years is workplace corruption. Organizations must implement strategies to assist employees behave better in order to reduce the possibility that they would engage in unethical behavior. In order for modern businesses to succeed, leadership is essential. Subordinates look to their leaders for ethical advice, and moral leadership inspires high moral actions in followers while providing ethical direction and role modeling. To improve their ethical behavior, organizational leaders might want to think about embracing self-accountability in this area. This paper offers organizational leaders a framework for strengthening their self-accountability procedures in order to lessen dishonest behavior and foster an ethical work environment.

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