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Studying Organizational and beyond Organizational strategies affecting the Reduction of official-financial corruption in Gubernatorial (case study in Tabriz and Azarshahr cities)

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ARTICLE HISTORY	ABSTRACT
	The present study has been carried out to investigate about organizational (office, structural, and managerial) and beyond organizational (social-cultural, economic, political, legal) strategies affecting the reduction of official-financial corruptions. This research is applied regarding the goal and it is measurement type regarding data collection. The statistical population includes the staffs working in gubernatorial in Tabriz and Azarshahr and sampling is a convenient one amounting to 100 participants. To study the effective strategies on the reduction of corruption by the staffs we have used a questionnaire and to answer the questions of it Likert scaling spectrum has been utilized. To analyze the data statistically we have used Kolomogorov-Smirnov tests, single sample test, Pearson's correlation coefficient, and Freedman test. The tests' findings showed that all strategies are effective in reduction and prevention of corruption of staffs working within the official system. *Keywords: corruption, official-financial corruption, organizational strategies, beyond organizational strategies.*
CITATION OF THIS ARTICLE	

INTRODUCTION
The importance of official system and its role in the development of a country or lagging behind is inevitable. Corruption refers to issues that all foundations and organizations encounter all the time. On the whole, corruption is not related with countries' cultures and a country with high cultural levels can encounter corruption (Lee, 2013; P: 287).

The damages and financial-official corruptions throughout the society and organizations show that corruption has had very negative outcomes in organizations and besides involving the innocent staffs and creating an atmosphere of cold bloodedness and distrust it questions faithfulness and lowers the quality of public services. Therefore, fighting against corruption in offices is deemed to be serious and inevitable (Abbaszadegan, 2004; P: 13).

Corruption causes economic growth routes encounter many obstacles and it affects economic development negatively (Black Bern & Paksio, 2010; P: 321).

Therefore corruption is a global problem and regarding the reports on international transparency it affects all sections in a society (Kesnia, 2008; P: 223).

Statement of the problem
Official corruption as a common and global phenomenon has influenced all aspects of human life and everyday it imposes itself to us using varied formats. The outlooks of the scholars about the reasons and factors affecting official-financial corruption are not the same and there are several ideas proposed (Robinson, 2004).

The reason for such different outlooks could be that each of these scholars considers one aspect of corruption such as economic, social, cultural, political, legal, managerial, and organizational issues

(Williams, 2000; Fejildester & Andowing, 2016; Amondsen, 2000). Prevention of crimes is an important and necessary principle for organizations. The institutions and organizations are required to recognize internal and external organizational factors affecting such corruptions in their systems to prevent problems before they arise (Rafipour, 2013).

Corruption leads to decay. It makes government's policies contradictory with benefits of the mass of the people and it reduces the effectiveness of governments in conducting the issues. This effect has been felt stronger in open economics than closed economics (Black Bern, 2010; P: 132).

Our official system has suffered from financial corruption disease and official infringes for many years. Regarding these necessities, the major point and important issue in the present research project is recognizing and pathology of beyond organizational and internal organizational factors affecting the emergence of corruption. Corruption is deemed to be a valid pattern regarding appropriate guidelines to reduce and control financial-official corruption.

Research goals

Since every research project or a scientific research follow certain goals. Thus, the goals of the research above are as follows:

- Recognizing beyond organizational strategies (political, law, economics, social, and cultural) affecting financial-official corruption.
- Recognizing organizational strategies (official, managerial, structural) affecting official-financial corruption
- Finding a pattern to reduce the effects of corruption within development trend
- Identifying the priorities of effective strategies to avoid official-financial corruption
- Presenting appropriate resolutions and strategies in order to reduce and control official-financial corruption

Although there have been many works done regarding different types of corruption, they have had an overall look at it and most previous works did not have enough depth of investigation about this concept. Thus, the present research is an attempt to find the best beyond organizational and organizational strategies affecting the control and reduction of official-financial corruption and assess them and to suggest the optimal strategies.

LITERATURE REVIEW

The definition of corruption:

Corruption is derived from Latin and it means to break. Therefore, in corruption something is broken or violated and it can be the rules and moral ethics or social values or more probably official rules and regulations (Safari & Nayebi, 2001; P: 145).

Corruption is a relative issue and in fact it is related with the value system of a society. An individual is called corrupt when his behavior is deviated from the common and acceptable behaviors of his society (Zahedi, 2008; P: 222).

In a corrupt official environment the rights of the clients are violated or are left to others incorrectly. Official-financial corruption mostly occurs in governmental foundations and is developed there (Taneri, 2002; P: 24).

Regarding what was pointed out and what Tanzi (1995) emphasizes three incentives including: (1) direct personal benefit, (2) receipt of bribe in cash or receipt of cash from a third party, and (3) helping friends or relatives, are the most principal fundamentals in official-financial corruption (Habibi, 1996; PP: 14-17).

On the whole, official-financial corruption refers to misuse of the authority and the probability of achieving self advantages based on a definition posed by global bank (Global Bank, 2004; P: 5).

The necessity of pathology of the phenomenon of official-financial corruption using a preventive approach:

The analysis of activities carried out in order to reduce the severe effects and outcomes of official-financial corruption in different countries has shown that to reduce this mischievous phenomenon in a governing body of a country there are some programs required to recognize and do pathology of managerial and organizational factors affecting this type of corruption (in addition to beyond organizational factors) and planning effective programs to prevent the occurrence of Official-financial corruption (Lapist & Vlenz, 2000; P: 112).

Regarding the researches in the field of official-financial corruption, the following results were among the results of corruption: reduction of direct foreign investments (Akrman, 1999), lowering life standards (Faria, 2001; P: 69), the creation of competition in patent industries and the payment of highest bribes to appropriate it (Kauffmann, 1997; P: 115), the emergence of moral and spiritual disorders and violation of individual's validity and dignity (Shalalvand, 2007; P: 131), reduction of organizational yield and

lowering the quality of public services and the creation of distrust among staffs (Liu, 2005; P: 119), creation of obstacles to develop businesses all over the world (Kauffmann, 2006; P: 85), reduction of the incentives of investment due to paying bribe to get a license (Barden, 1997; PP: 1320-46), violating the equality of official rights of individuals based on the rules (David Angie, 2006; P: 822), reduction of lawfulness and effectiveness of the government (Yaser, 2005; P: 156), utilization of relations and favoritism (Asonson, 2005; P: 21), the reduction of growth of working and organizational outputs (Mauro, 1995; P: 681), disobeying the trends of rules (Dangtal, 2012; P: 609).

Regarding the negative outcomes and effects of corruption in organizations and specifically the societies, it was found out that official-financial corruption has been represented itself as a contagious disease that not only collapses from inside, it infects from an organization to another one and this idea is formed in the minds of people that the governmental incumbents waste financial resources (Fathabadi, 2004).

This issue is a major concern for top managers in high levels of the three forces and the reverend Leader and it has caused to issue direct orders regarding the origins and fights against official-financial corruption on the part of the leader. In January 2004, the leader of Islamic Republic of Iran issued an 8 article order and asked the heads of three forces and their following observation foundations to fight against financial corruption. Also in April 2010 he announced the overall policies of official system and on 7th December 2014 he issued an order in the National Conference for enhancing the health of official system to fight against corruption and based on his idea the only way to resolve fights against corruption is to devise correct, transparent, and short regulations.

MATERIAL AND METHODS
Research hypotheses:
Major hypotheses:
1- There is a meaningful relationship between organizational strategies and the reduction of official corruption.
2- There is a meaningful relationship between beyond organizational strategies and the reduction of official corruption.

Minor hypotheses:
1-1- There is a meaningful relationship between official, structural, and managerial strategies and the reduction of official corruption.
1-2- There is a meaningful relationship between social and cultural strategies and the reduction of official corruption.
2-1- There is a meaningful relationship between economic strategies and the reduction of official corruption.
2-2- There is a meaningful relationship between political strategies and the reduction of official corruption.
2-3- There is a meaningful relationship between law strategies and the reduction of official corruption.

method:
The present research is applied regarding goal and it is of correlation type using measurement regarding data collection. The most important advantage of measurement studies is the generalization capability of their results (Ziaei & et al, 2008).

Statistical population:
The statistical population of the present study entails staffs of gubernatorial in Tabriz and Azarshahr. The population consists of 100 persons and sampling is the convenient one considering all of the population members and all 100 people were selected as our sample.

Data collection tools:
To prepare the theoretical foundations of this research we have used library study, internet resources, and the analysis of documents. Also to assess research hypotheses and the relationships among them we have used a questionnaire to collect data. The questionnaire used in this research has been a researcher made and closed one and it was designed based on Likert's spectrum and the questions were posed to the respondents with certain responses to choose from among.

RESULTS
In this part we have dealt with the data collected through the questionnaire. To describe the anthropology we have used drawing the figures and descriptive statistics are used to analyze the research data. We have used the referential statistics by using Kolomogorov- Smirnov tests, single sample test, Pearson's correlation coefficient, and Friedman's test.

First part

The statistical description of questionnaire's questions

A) Gender:

Man   Woman

The responses gained from the questionnaires collected for the question above were represented in table 1-4:

Table 1-1: Frequency distribution and the percentage of responses of the statistical sample to the question about gender

Response type / Quantity of response	Male	Female	Total
Frequency	89	11	100
Percentage	89	11	100

B) Age:

Table 1-2: Frequency distribution and the percentage of responses of the statistical sample to the question about age

Response type / Quantity of response	25-35	36-45	46-55	56-65	Total
Frequency	34	37	27	2	100
Percentage	34	37	27	2	100

C) Education degree:

Table 1-3: Frequency distribution and the percentage of responses of the statistical sample to the question about education degree

Response type / Quantity of response	Diploma	2 years at university	BA	MA and higher	Total
Frequency	6	15	53	26	100
Percentage	6	15	53	26	100

D) Marital status:

Table 1-4: Frequency distribution and the percentage of responses of the statistical sample to the question about marital status

Response type / Quantity of response	Married	Single	Total
Frequency	84	16	100
Percentage	84	16	100

The statistical description and comparing the averages of research variables

Table 1-5: Descriptive statistics related to strategies to reduce official corruption regarding the outlooks of gubernatorial staffs in Tabriz and Azarshahr

	Organizational	Social-cultural	Economic	Political	Law
Number	100	100	100	100	100
Average	3.83	3.96	3.75	3.82	3.85
Standard error	0.384	0.983	1.160	1.094	1.140
Variance	0.711	0.967	1.346	1.197	1.300
Change range	3.17	3.67	4	3.67	4
Minimum	1.83	1.33	1	1.33	1
Maximum	5	5	5	5	5
Total	383.17	396.33	375.67	382	385.33

Section 2: Inferential analysis of statistical data (Statistical test of research hypotheses)

Studying the normality of the data

By using Kolomogorov-Smirnov test we can study the normality of the data. Here we have done this test for all data and every single variable in isolation and the results are represented in table 4-6. This test is carried out in a confidence level of %95. In other words, the meaningfulness level is 0.05.

There are two presuppositions in this hypothesis:

H_0: The data do not have a normal distribution.

H_1: The data have a normal distribution.

If the calculated p (sig.) is bigger than 0.05 we conclude that the data have a normal distribution and if not we doubt about the normality of the data.

Table 1-6: Results of normality test related to research variables

Variables	Number of data	Kolomogorov-Smirnov	P amount	Result (normality or non-normality)
Organizational	100	1.820	0.320	Normal
Social-cultural	100	1.45	0.120	Normal
Economic	100	1.129	0.156	Normal
Political	100	1.120	0.300	Normal
Law	100	1.250	0.145	Normal

Regarding the results gained in table 1-6, in each of the variables that the meaningfulness level (p) is higher than the meaningfulness level of 0.05 we can accept the normality of the data and to study the hypotheses in these variables we can use parametric methods. Here we have used single sample t to do so. The normality presupposition of the data is approved and we can use non-parametric methods to study the variables mentioned regarding those variables whose meaningfulness level (p) has been lower than 0.05. then we accept the presupposition of data normality and to analyze these hypotheses we can use non-parametric methods.

Major research hypotheses

1- There is a meaningful relationship between organizational strategies and the reduction of official corruption.

In this research and to investigate the relationship between organizational strategies and the reduction of official corruption we have posed the hypothesis: "There is a meaningful relationship between organizational strategies and the reduction of official corruption".

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between organizational strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also correlation coefficient between these two variables is equal to r = 0.845 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding organizational strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing organizational strategies, official corruption has reduced considerably.

Table 1-1: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Organizational strategies for official corruption reduction	Pearson's correlation coefficient	0.845
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

2- There is a meaningful relationship between beyond organizational strategies and the reduction of official corruption.

In this research and to investigate the relationship between beyond organizational strategies and the reduction of official corruption we have posed the hypothesis: "There is a meaningful relationship between beyond organizational strategies and the reduction of official corruption".

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between beyond organizational strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also correlation coefficient between these two variables is equal to r = 0.781 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding beyond organizational strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing beyond organizational strategies, official corruption has reduced considerably.

Table 1-2: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Beyond organizational strategies for official corruption reduction	Pearson's correlation coefficient	0.781
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

Minor hypotheses:

1- **There is a meaningful relationship between official, structural, and managerial strategies and the reduction of official corruption.**

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between official, structural, and managerial strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also, correlation coefficient between these two variables is equal to r = 0.716 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding official, structural, and managerial strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing official, structural, and managerial strategies, official corruption has reduced considerably.

Table 1-3: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Official, structural, and managerial strategies for official corruption reduction	Pearson's correlation coefficient	0.716
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

2- **There is a meaningful relationship between social and cultural strategies and the reduction of official corruption.**

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between social and cultural strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also, correlation coefficient between these two variables is equal to r = 0.740 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding social and cultural strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing social and cultural strategies, official corruption has reduced considerably.

Table 1-4: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Social and cultural strategies for official corruption reduction	Pearson's correlation coefficient	0.740
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

3- There is a meaningful relationship between economic strategies and the reduction of official corruption.

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between economic strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also, correlation coefficient between these two variables is equal to r = 0.859 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding economic strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing economic strategies, official corruption has reduced considerably.

Table 1-5: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Economic strategies for official corruption reduction	Pearson's correlation coefficient	0.859
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

4- **There is a meaningful relationship between political strategies and the reduction of official corruption.**

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between political strategies and the reduction of official corruption is equal to sig = 0.000

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and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also, correlation coefficient between these two variables is equal to r = 0.836 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding political strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing political strategies, official corruption has reduced considerably.

Table 1-6: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Political strategies for official corruption reduction	Pearson's correlation coefficient	0.836
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

5- **There is a meaningful relationship between law strategies and the reduction of official corruption.**

Results gained from Pearson's correlation test showed that the meaningfulness level for the existence of a relationship between law strategies and the reduction of official corruption is equal to sig = 0.000 and it is less than alpha 0.01 and error probability. Thus, with %99 confidence we can say that there has been a meaningful relationship between these two variables. Also, correlation coefficient between these two variables is equal to r = 0.897 and it shows that there has been a direct and strong correlation between these two variables. This means that by outstanding law strategies used by staffs in gubernatorial in Tabriz and Azarshahr, the trend of official corruption reduction has been strong and outstanding. In other words, by increasing law strategies, official corruption has reduced considerably.

Table 1-7: Pearson's correlation coefficient and meaningfulness level between variables

Variable		
Law strategies for official corruption reduction	Pearson's correlation coefficient	0.897
	Meaningfulness level	0.000
	Number of observations	100

*Correlation has been meaningful in 0.000 levels.

Friedman test

Which official corruption strategies have had the most critical role in official corruption reduction of the staffs in Tabriz and Azarshahr gubernatorial?

Regarding the Friedman test carried out to rank and prioritize the most critical role by the factors of official corruption reduction among the staffs in Tabriz and Azarshahr gubernatorial, it was observed that based on table 1-1, social-cultural strategies with 3.25 have had the highest role, political strategies were second with an amount of 3.04, law strategies were third with an amount of 3.02, organizational factors ranked fourth with an amount of 2.87, and economic strategies were fifth amounting to 2.72 with the least effects, respectively. Since based on table 1-2 we can see a meaningfulness level of p = 0.000 and below 0.05, this ranking is valid. In fact the priority of effective strategies in reduction of staffs' official corruption reduction was social-cultural, political, law, organizational, and economic, respectively. We can conclude that social-cultural strategies have had the highest amount of effects on the reduction of official corruption based on the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-1: Ranks of factors and strategies to reduce official corruption

No.	Rank	Rank average
1	social-cultural	3.25
2	political	3.04
3	law	3.02
4	organizational	2.87
5	economic	2.72

Table 1-2: Friedman's test to rank official corruption reduction strategies in the reduction of official corruption

Number	100
Chi-Square	5.201
Degree of freedom	4
Meaningfulness level	0.000

Validity and reliability of data collection tools

In the present study and to identify the validity of data collection tools we have used symbolized or artificial validity. To do so first we presented the primary questionnaire to the scholars and academics to identify whether the questions posed can measure what was intended or not. Then the opinions of scholars and academics were applied to reform and revise the questionnaire.

To test questionnaire's reliability we have used Cronbach's alpha test. Based on this method and with a preliminary study on 40 staffs of the population and by using SPSS software the amount of questions' reliability about the status of organizational and beyond organizational strategies and the reduction of official corruption were calculated (table 1-8).

The amount of these statistics showed that first the questionnaire's questions had had a high correlation with each other and second, the research questionnaire has had a high reliability.

Table 3-5: Reliability test of questions related to three questionnaires

Questionnaire	Cronbach alpha amount
Organizational strategies	0.751
Beyond organizational strategies	0.917
Official corruption reduction	0.854

Testing research questions:

To respond to research questions we have established a training course for corporations because the average of the population should be known to respond to the research questions. In many researches where population parameters are unknown, the presupposed average is considered as %50 of the maximum possible score (Yadgari & Alavi, 2008; P: 181).

In the present study we also considered %50 of the maximum scores for the questions. Since the measurement of the responses in these questionnaires was within a range from 1 to 5, the presupposed average for the population was calculated to be 2.5. In this section and after descriptive statistics and Kolomogorov-Smirnov test to determine normality of the variables and to measure research questions we have used single sample t test to test the questions.

First research question: To what extent official corruption strategies (organizational) are effective, regarding the ideas of staffs working in Tabriz and Azarshahr gubernatorial?

The data gained from table 1-7 show that the average index calculated to reduce official corruption in organizational dimension regarding the ideas of staffs in Tabriz and Azarshahr gubernatorial has been 3.83 in a level of a = 0.01 and t = 45.45 with a freedom degree of 99 and with a confidence level of %99 bigger than the average of the population (2.5), and the amount of t was critical. Therefore, it can be stated that regarding organizational dimension, official corruption reduction strategies have been effective considering the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-7: Results of testing official corruption reduction regarding organizational dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial

Variables	No.	Degree of freedom	Average	Standard error	Sig.	t statistic
Official corruption strategies regarding organizational dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial	100	99	3.83	0.843	0.000	45.45

Second research question: To what extent official corruption strategies (social-cultural) are effective, regarding the ideas of staffs working in Tabriz and Azarshahr gubernatorial?

The data gained from table 1-8 show that the average index calculated to reduce official corruption in social-cultural dimension regarding the ideas of staffs in Tabriz and Azarshahr gubernatorial has been 3.96 in a level of a = 0.01 and t = 40.29 with a freedom degree of 99 and with a confidence level of %99 bigger than the average of the population (2.5), and the amount of t was critical. Therefore, it can be stated that regarding social-cultural dimension, official corruption reduction strategies have been effective considering the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-8: Results of testing official corruption reduction regarding social-cultural dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial

Variables	No.	Degree of freedom	Average	Standard error	Sig.	t statistic
Official corruption strategies regarding social-cultural dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial	100	99	3.96	0.983	0.000	40.29

Third research question: To what extent official corruption strategies (economic) are effective, regarding the ideas of staffs working in Tabriz and Azarshahr gubernatorial?

The data gained from table 1-9 show that the average index calculated to reduce official corruption in economic dimension regarding the ideas of staffs in Tabriz and Azarshahr gubernatorial has been 3.75 in a level of a = 0.01 and t = 32.37 with a freedom degree of 99 and with a confidence level of %99 bigger than the average of the population (2.5), and the amount of t was critical. Therefore, it can be stated that regarding economic dimension, official corruption reduction strategies have been effective considering the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-9: Results of testing official corruption reduction regarding economic dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial

Variables	No.	Degree of freedom	Average	Standard error	Sig.	t statistic
Official corruption strategies regarding economic dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial	100	99	3.75	1.160	0.000	32.37

Fourth research question: To what extent official corruption strategies (political) are effective, regarding the ideas of staffs working in Tabriz and Azarshahr gubernatorial?

The data gained from table 1-10 show that the average index calculated to reduce official corruption in political dimension regarding the ideas of staffs in Tabriz and Azarshahr gubernatorial has been 3.82 in a level of a = 0.01 and t = 34.91 with a freedom degree of 99 and with a confidence level of %99 bigger than the average of the population (2.5), and the amount of t was critical. Therefore, it can be stated that regarding political dimension, official corruption reduction strategies have been effective considering the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-10: Results of testing official corruption reduction regarding political dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial

Variables	No.	Degree of freedom	Average	Standard error	Sig.	t statistic
Official corruption strategies regarding political dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial	100	99	3.82	1.094	0.000	34.91

Fifth research question: To what extent official corruption strategies (law) are effective, regarding the ideas of staffs working in Tabriz and Azarshahr gubernatorial?

The data gained from table 1-11 show that the average index calculated to reduce official corruption in law dimension regarding the ideas of staffs in Tabriz and Azarshahr gubernatorial has been 3.85 in a level of a = 0.01 and t = 33.79 with a freedom degree of 99 and with a confidence level of %99 bigger than the average of the population (2.5), and the amount of t was critical. Therefore, it can be stated that regarding law dimension, official corruption reduction strategies have been effective considering the ideas of staffs in Tabriz and Azarshahr gubernatorial.

Table 1-11: Results of testing official corruption reduction regarding law dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial

Variables	No.	Degree of freedom	Average	Standard error	Sig.	t statistic
Official corruption strategies regarding law dimension considering the ideas of staffs in Tabriz and Azarshahr gubernatorial	100	99	3.85	1.140	0.000	33.79

DISCUSSION AND CONCLUSION:

Official-financial corruption is a phenomenon which is one of the major obstacles of the development in societies in today's world specifically in developing countries and it has been able to have services not compensated on the speed of development in societies.

According to the annual report of international transparency organization regarding official and economical corruptions in different countries in the world entitled: "Corruption understanding index", in 2014to rank corruption in countries, Iran has scored the rank of 136 with a score of 27 among 177 countries worldwide.

The thing we considered in this research was the recognition of organizational and beyond organizational strategies affecting the reduction of official-financial corruption and the identification of an effective pattern for these strategies in Tabriz and Azarshahr gubernatorial. The research results showed that all strategies investigated could reduce the corruption and frauds of the staffs.

Results of analyzing SPSS showed that in Tabriz and Azarshahr gubernatorial, the priority of the strategies was as follows:

1- Social-cultural, 2- law, 3- organizational, 4- political, and 5- economic

Due to the research findings we will propose some suggestions and the compatibility of the hypotheses was compared with previous studies and it can be hoped that utilizing them will remove all such phenomena in official system in Iran.

THE SUGGESTED MODELS

Regarding the research findings, the most important organizational and beyond organizational strategies affecting official-financial corruption reduction could be proposed as follows. If we can administer these strategies in each of the dimensions below in a good way we can wait for the reduction of corruption in our society:

1- Increasing staffs' job satisfaction
2- Assessing performance, supervision, and control
3- Automatizing the affairs and utilizing developed data systems
4- The establishment of moral principles and humane values
5- Development of people's participation in fights against corruption
6- Studying financial status and the properties of governmental offices during hiring stages permanently
7- The reinforcement of the role of free press against corruption
8- The creation of structural reforms in order to reduce the patent authority of individuals and units
9- Doing permanent and widespread investigations
10- Utilizing severe punishments against offenders with crimes committed

The present study accorded with research done by Pourvali (2008), Trizman (2006), Robbins (1991), Cameron (2009), and Selen (2009) considering major hypothesis 1 and minor hypothesis 1-1 claiming that increasing job satisfaction, performance assessment, supervision, and controlling the staffs can prevent the occurrence of corruption. Also this research accords with the research carried out by Rafipour (2009), Khezri (2007), Zekos (2004), Vickers and et al (1998), Pathak and et al (2007), Piliponyte (2005), and Olken(2009) considering major hypothesis 2 and its minor hypotheses claiming that the establishment of moral principles and humane values, the development of people's participation in fights against corruption, the improvement of staffs' lives, the reinforcement of the role of free and independent press fighting against corruption, removing politics from official system, omission of severe rules and regulations, and the severe punishments for the crimes committed are effective in reducing corruption.

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