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**Reviewers:**

*Prof. dr hab. Sabina Grabowska, Uniwersytet Rzeszowski / University of Rzeszow (Republic of Poland);*

*Prof. dr hab. Joanna Marszałek-Kawa, Uniwersytet Mikołaja Kopernika w Toruniu / Nicolaus Copernicus University (Republic of Poland).*

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## **DILEMA OF CORRUPTIALIZATION: LEGAL AND PSYCHOLOGICAL ENTITY**

**Kisil Z. R.**

### **INTRODUCTION**

In today's conditions of social organization, due to globalization tendencies, the complexity of the construction of the state mechanism and the integrity of the regulatory regimes, which fall under the power and administrative influence of its components, are becoming increasingly important. Therefore, the effectiveness of the functioning of the state and its institutions is a guarantee of social prosperity, the development of social space, proper organization of the fundamental legal institutions, priority of fundamental social values. Therefore, any factors (subjective or external) of a destructive type, localized in the field of public administration, lead to diametrically opposed to pre-defined consequences: obstruction and stagnation of civil society institutions.

One of the dominant problems of the modern-type state mechanisms is corruption. Despite the variety of conceptions of identification of its social significance, it is obvious that there is insufficiency and some inconsistency in the doctrinal, and therefore in the normative measurements of its definition, determinative subsystems, that, in their combination, lead to the ineffectiveness of specialized preventive anti-corruption measures being carried out in the state. Effective counteraction to corruption and its manifestations is the key to the progressive development of the state and civil society institutions, which emphasizes the importance of conducting systematic research in the paradigm of identifying and neutralizing determinants of corruption as the social phenomenon.

Obviously, the socio-psychological content of this phenomenon should be taken into account, since corruption is defined as the primary deviant form of relations, as a result of which a certain life style of a person oriented to the status, power and money is formed and, in the majority, material values dominate upon the original tasks of the public officer. In the communicative sphere, corruption schemes contribute to informal "mutually beneficial communication" (domination of interpersonal relations with only "necessary" and "profitable" people), an attempt to move as quickly and successfully as possible on the social and career ladder with any means necessary.

Creating a corrupt environment through coercion involuntarily weakens the mechanism of psychological resistance of the individual towards corruption and “draws” it into the system of these destructive ties. Therefore, creation of a type of a person who is oriented on higher values, with a well-formed moral imperative, with a desire for self-realization, an adequate level of mental stability is the key of minimizing corruption processes in society.

Effective counteraction to corruption and its manifestations is the key to the progressive development of country and civil society institutions, which emphasizes the importance of conducting systematic research in the paradigm of identifying and neutralizing determinants of corruption of the authorities.

The scientific aspects of the clarification of the different aspects of corruption is positioned in researches of: V. Averyanova, A. Andryjko, L. Arkusha, L. Bagriy-Shahmatov, O. Bandurka, D. Bahrahha, Y. Bytiak, H. Bosak, R. Kalyuzhnyj, Z. Kisil, R.-V. Kisil, V. Kovalenko, R. Klitgard, A. Komzyuk, Y. Shemshuchenko, V. Shkarupa and others.

The basis of the doctrinal study of the problem of corruption in the public system, in the wide sense, was presented in the scientific researches of S.-P. Ackerman<sup>1</sup>, M. Melnik<sup>2</sup>, E. Nevmerzhytsky<sup>3</sup>. The notification of these scholars as the fundamentalists in the field of working out the features of corruption is based on the proposed innovative concept of “integrity” of its content, manifestations and determinants of corruption, among which, unlike the conservative vision of the rest of the researchers, those innovators included both legal and social, psychological, economic and political factors and expressions of this phenomenon, but the identification of psychological factors of corruption in the researches of these scientists is reduced only to the statement of the presence of the named realm on corruption manifestation.

In the context of current article, it is needed to underlined that various attempts to determine the role of psychological factors in the emergence

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<sup>1</sup> Susan Rose-Ackerman. Corruption and Government Causes, Consequences, and Reform. [Електронний ресурс] CAMBRIDGE UNIVERSITY PRESS – Режим доступу : [https://edisciplinas.usp.br/pluginfile.php/841106/mod\\_resource/content/0/1999\\_Rose-Ackerman.Corrupcion20and20Government\\_20Causes2C20Consequ20-20Susan20Rose-Ackerman.pdf](https://edisciplinas.usp.br/pluginfile.php/841106/mod_resource/content/0/1999_Rose-Ackerman.Corrupcion20and20Government_20Causes2C20Consequ20-20Susan20Rose-Ackerman.pdf).

<sup>2</sup> Мельник М. І. Корупція – корозія влади (соціальна сутність, тенденції та наслідки, заходи протидії): монографія. – К.: Юридична думка, 2004. 400 с.

<sup>3</sup> Невмержицький Є. В. Корупція в Україні: Причини, наслідки, механізми протидії: монографія. К.: КНТ, 2008. 368 с.

of corruption were manifested in the studies of V.I. Dobrenkov and N. R. Ispravnikova (individual psychological determinants of corruption were stated to be: the length of professional activity, the presence of primary orientation to committing corruption crimes and low level of professional consciousness of the employee)<sup>4</sup>, Z. R. Kisil, R.-V. Kisil (the role of professional deformation and aberration of the employee as a trigger for his further corruption activity)<sup>5 6</sup>. Thus, on the basis of the analysis of the doctrinal realm of the research on the problem of psychological determination of corruption in the activity of officials, there is a lack of systematic analysis of this aspect of the problem that greatly complicates the understanding of this phenomenon and reduces the effectiveness of potential psychocorrection in the sphere of prevention of this phenomenon.

A. Zhuravlev and A. Yurevich in their researches paid a great attention to the psychological aspects of mass consciousness models with minimal tolerant attitude towards corruption. It was underlined that not the acts of corruption themselves, but to the amount of material remuneration and domination of double standards that are generated by this phenomenon is highly destructible for social institutions and state mechanism<sup>7</sup>.

In the concept of O. Vanovskaya we encounter the pinpoint of “corruption-friendly personality” existence, which is a special social type with a high degree of propensity to corruption and low corruption resistance<sup>8</sup>.

It is believed that the tendency to corrupt behavior is inherent for almost all adults. However, the cornerstone of the personality of a corruptor is the system of motives of dominance in social sphere, gaining influence, power and attitude to risk behavior. The peculiarity of the self-concept of the personality of the corruptor contains the low level of self-perception with negative assessment of the meaning of one’s own life.

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<sup>4</sup> Добренков В. И. Коррупция. Современные подходы к исследованию. М.: Академический Проект, Альма-Матер, 2009. 208 с.

<sup>5</sup> Кісіль З. Р. Правові та психологічні засади запобігання професійній деформації працівників органів внутрішніх справ України: дис. ... доктора юрид. наук : 12.00.06 / Зоряна Романівна Кісіль. К., 2011. 522 с.

<sup>6</sup> Кісіль Р.-В. В. Системний аналіз механізму запобігання та протидії корупції у спеціалізованому законодавстві України. Науковий вісник Львівського університету бізнесу та права. 2013. № 4 (1). С. 150–154.

<sup>7</sup> Юревич, А. В., Журавлев, А. Л. Психология нравственности как область психологического исследования. Психологический журнал. 2013. Т. 34. № 3. С. 5–14.

<sup>8</sup> Ванновская О. В. Психология коррупционного поведения госслужащих: монография. СПб.: ООО «Книжный дом», 2013. 264 с.

However, it has been proved that “corrupt” people are satisfied and successful in their personal lives, have successful families, gain high achievement in the public service, are characterized as the persons with a high level of efficiency. Mainly they are persons with a stable personal psychology and possess a well-formed consumer outlook on life.

Thus, based on the analysis of the doctrinal researches in the realm of the problems of the psychological determination of corruption in the activity of officials, it is obvious that a lack of systematic analysis of this aspect of the problem can be found in modern science, which significantly complicates the understanding of this phenomenon and reduces the effectiveness of potential psycho-correction in the sphere of prevention of manifestations of this phenomenon.

In the context of complex administrative reform and democratic restructuring of the public administration algorithm in Ukraine, the problem of the formation of the newest and, most importantly, high-performing, system of detection of manifestations and factors of corruption with their further operational neutralization, which necessarily requires a prism review, is particularly acute. Reflection of the phenomenon of corruption from the narrow branch into the wide system (integrative, interdisciplinary) reflection, in particular, through the cooperation of psychologists with legal experts is highly needed.

In the context of complex administrative reform and democratic restructuring of the public administration algorithm in Ukraine, the problem of the formation of the newest and, most importantly, highly effective, system of detection of manifestations and factors of corruption and their further neutralization, which necessarily requires a prism review, particularly demands the reflection of the phenomenon of corruption from the narrow prism into the wide system (integrative, interdisciplinary).

The purpose of the article is to investigate the problem of corruptionogenesis in the legal-psychological dimension.

**The task** is to identify corruption as a social phenomenon, the effectiveness of identification and correction of its indicators is directly dependent on the level of its systematic research using combination of legal and psychological methods; to propose practical measures, integration of which in the system of prevention of corruption will reduce the level of influence of this phenomenon on the social (including public-law) environment.

## **1. Tasks**

1. To identify corruption as a social phenomenon, the effectiveness of definition and correction of which is directly dependent on the level of systematic form of research with use of combined legal and psychological methods.

2. To substantiate expediency of the spectrum of manifestations and determinants of corruption by integrating psychological deviations and subjective factors of public officers (management styles, psychological climate in a team, sphere of activity of an official, etc.) into the paradigm of its forms and determinants.

3. To propose practical measures, integration of which in the system of prevention of corruption will reduce the impact of this phenomenon on the social (including public law) environment.

## **2. Methods of research**

To solve the tasks of this research a set of general scientific and special methods and techniques of scientific knowledge were used. The system approach was used to provide an opportunity to carry out a comprehensive study of the mechanism for preventing and counteracting corruption in Ukraine as well as to indicate ways to improve these processes. With the help of a dialectical approach, the essence of corruption as a complex legal and psychological phenomenon was defined and theoretically reflected. Historical and legal method served to consider the genesis and transformation of the phenomenon of corruption. Comparative legal method provided the opportunity to work out the immanent functional-chronological and legal characteristics of the continuum of corruption delinquencies in both transnational and national legal dimensions. The logic-semantic method allowed to provide the analysis of the conceptual apparatus. Methods of abstraction, analysis, synthesis and modeling were used to develop proposals for improving of the mechanism of preventing corruption. The method of scientific generalization was applied to the classification of the determinants of corruption cases. The method of synthesis gave an opportunity to summarize the data obtained in the process of scientific research.

To solve the tasks of forming general scientific and special methods and techniques of scientific identification of corruption. The system approach contributed to a comprehensive study and further development of an anti-corruption model for improving the quality of domestic anti-corruption system.

A number of proven research methods have been used to diagnose corruption indicators: Pearson correlation analysis method, V. Gosset's t-criterion differentiation, generalization of statistical surveys of the "Corruption Index" by the international organization Transparency International and the National Comparative Study "State of Corruption in Ukraine" etc.

### **3. Results of the research**

Corruption is a negative social phenomenon, which is a set of social factors which, having reached a critical level of intensity, leads to the bifurcation of the teleological parameters of the functioning of the public apparatus of a certain state, the formally-identified manifestations of which are the different forms of delinquency (criminal, legal, administrative, disciplinary) of the state officers.

According to international analytical organizations, the level of corruption in Ukraine is close to that observed in the most corrupted countries of the world, which, along with a high level of political and legal attention to the problem of elimination of the manifestations of this phenomenon in the national legal system, determined the rapid rise of the rational interest to the reasons to the current problem. The threatening and low level of efficiency of the actual anticorruption system of Ukraine is obvious.

Any typical system is a set of organizational, procedural and methodological components, the interaction of which allows the state to achieve the desired result in a certain area of social life. By applying this model on the domestic anti-corruption system, we can provide the following content for each of the components of the typical system:

- The organizational and institutional component is represented by a system of public authorities (both specialized and general), civil society institutions, private law entities and relations that arise between them in the context of prevention and counteraction to manifestations and factors of corruption;

- The procedural component is the actual algorithm for the implementation of normative, jurisdictional, interpretative and other law enforcement measures, determined by the fact of the existence of corruption as a phenomenon or the discovery of its certain legally significant manifestations;

- The methodological subsystem is a set of methods the practical implementation of which is aimed for ensuring compliance with legality and social efficiency as the key characteristics of legal institutes.



Ukraine refers to the group of countries in which political, high-level and domestic corruption are deeply rooted in various spheres of life and became an organic element public relations. Corruption leads to collapse of the state and negative tendencies for the population as a result such as ineffective use of budget funds, poor quality of public services. It also should be mentioned that corruption also increases the uncertainty of the environment in which economic agents and households cannot provide the top effective production of social goods.

However, evaluating this phenomenon in Ukraine, an impartial researcher faces problems, since international ratings primarily measure only perceptions of corruption, while economic assessments of losses from corruption and, consequently, winnings from overcoming it is acutely lacking. During 2014-2018, the struggle against corruption in Ukraine was identified as one of the key priorities of public policy. Thanks to a number of successful episodes some international organizations have also noted some progress in overcoming corruption.

Reforms introduced during these years helped to move Ukraine from 144 place in 2013 year on the 130th place by the Corruption Perceptions Index in the world ratings.

In general, two main directions of action (strategies) that reduce the level of corruption can be distinguished in Ukraine in present time:

- narrowing the opportunities for corruption of public officers through reforms in various sectors;
- creation of an effective system of institutions for combating corruption.

In this paper, the emphasis is primarily on the first direction of change. These changes provided by reforms aimed at increasing transparency of the activity of the state as an institute and improvement of efficiency of public administration as the result.

One of the main ways of government anticorruption policy is to reduce corruption opportunities for officials and the main instrument for that goal is to use deregulation. Its content is to create a favorable business climate by eliminating excessive administrative burdens on business and reducing excessive control over business sector with the help of the simplification of the relevant regulatory procedures.

As the result of a deregulation the number of mandatory licenses and permissions, in particular realm of business activities, as well as simplification of tax administration were achieved.

An important step in the direction of implementation of deregulation was the introduction of a simplified registration of business subjects at the end of 2017.

At the same time, the process of deregulation should be intensified. After all, in accordance with the information of DRSU4 on the state of implementation of the Government Action Plan on deregulation of economic activity Ukraine determined repositioning of Ukraine from 112 points of ineffectiveness of national business to 48, 9. The rest goals are to be achieved soon and this is about half of the planned actions that were yet completed.

As the analysis shows, the total annual economic gain from anti-corruption measures is about 6% of state budget or about \$ 6 billion dollars of USA.

It worth to be mentioned that not only legal of economic measures have proved their effectiveness in the realm of minimization of corruption, thus this article is devoted to illustrate the probable ways of use of interdisciplinary composure of anticorruption activities that should improve the effectiveness of national law enforcement system in this realm.

In modern conditions, the system of anti-corruption measures consists of three main components:

1) Preventive (the legal formalization of the content of corruption and the forms of response of the legal system to its manifestation; professional selection and testing of candidates for employment in state bodies; the current regulatory influence on administrative activities of the officials);

2) Investigation procedures (realization of the investigative actions in the cases of the possible existence of corruption offenses or conditions that may facilitate its commission);

3) Jurisdictional (realization of legal measures of responsibility in the cases of corruption offences).

The implementation of the operational-search and jurisdictional components of the system of prevention of corruption belongs to the subject of legal regulation of criminal, criminal-procedural, administrative and labor law branches, and therefore does not belong to the subject of scientific research of this article. The focus of this study will be made on the procedure of prevention of corruption, namely on the inherent part of this subsystem – current control and self-correction of service activities.

In our opinion, the ineffectiveness of measures aimed at preventing corruption is indicated due to the lack of attention of the role of internal imperative in the day-to-day service of the state officers. The conceptua-

lization of the role of the internal imperative as a factor in the prevention of corruption is reduced to the following aspects:

1) With the formal domination of external forms and methods of control over the official activity of the state officers, more effective is the inside part of corruption neutralization that is manifested both in the intolerance of the certain official to corruption activity in his own procedures and in the general area of the activity of the public institute of authority (within the service team);

2) The formation of the internal imperative of an official occurs when the official perceives the domination of social preferences provided by the integration into the system of the public service (as a result of acquiring the status of the public officer) over the potential benefits offered in the course of a corrupt transaction;

3) The effectiveness of the subjective (mental) factor in the prevention of corruption cases is essential in neutralizing other factors of potential corruption, and is stated to be the main way of production of a systematic approach to the implementation of anticorruption strategy.

Carried out by the authors, comprehensive studies of the problem of corruption in its legal and psychological dimension are obtained by means of discretionary statistics, in particular through conducting complex correlation analysis, the results of which indicate a clear relationship between certain features of the official (management style, sphere of activity) with the degree of corruption.

Based on the data of empirical research among the employees of the bodies of the National Police in Lviv (sample of 100 employees according to the methodology adapted by Kleijberg Y.A.), authors revealed correlations of the tendency of officials to corruption on the basis of the diagnosis of certain features of the National Police officers (Digest 1).

As the result it can be stated that the tendency of the public officers to commit corruption offences is directly dependent on a number of psychological addictions and deviant tendencies, the identification of which by special methods should be introduced into the procedure of official selection of candidates for the replacement of civil service positions and significantly reduce the potential corruption in public apparatus in general.

As a legal-psychological category, the internal imperative of an official is based on the successful combination of key psycho-modifying factors that determine the expediency of a particular model of individual behavior. Such factors are:

III	0				1				2				t	%
	M	Vc	+ $\delta$	$\pm m$	M	Bк	+ $\delta$	$\pm m$	M	Bк	+ $\delta$	$\pm m$		
1	*45,3	45	11,1	1,88	46,9	43	10,4	0,32	*51,3	3	7,2	1,7	2,4	13,2
2	*51,5	52	9,26	1,56	*50,6	52	8,6	1,09	51,4	55	5,9	1,4	0,5	1
3	*39,8	35	8,14	1,37	42,7	43	9,18	1,16	*45,3	45	8,9	2,0	2,2	14
4	*42,9	40	8,6	1,45	*40,7	40	8,18	1,04	41,7	48	8,8	2,0	1,2	5
5	28,3	25	5,68	0,96	28,9	25	4,58	0,58	29,3	30	5,4	1,2	-	-
6	37,6	38	7,58	1,28	*37,3	40	7,17	0,91	*39,8	43	7,3	1,7	1,3	7
7	*39,6	33	6,49	1,09	41,5	45	8,6	1,09	*44,5	39	7,2	1,7	2,4	12
8	24,9	23	8,63	1,46	*29,8	28	6,35	0,8	*34,3	30	10,5	2,4	1,8	15
9	*40,2	35	7,37	1,24	42,7	46	8,6	1,09	*44,7	45	8,5	2	1,9	11
10	*36,8	35	8,41	1,42	41,5	45	8,32	1,05	*45,8	40	7,3	1,7	4	25

**Digest 1. Averaged statistical indicators of predisposition to corruption based on the data of the sample of officials of the National Police of Ukraine according to the types of activity of the questionnaire by Kleijberg Y.A. (adapted)**

**Symbols in digest 1:** M – the average value; Vc – value of the influence of the parameter on the person's predisposition to corruption behavior;  $\pm \delta$  – means the square deviation;  $\pm m$  – error in the arithmetic mean; t – Student criteria; \* – mini-max values in metrics; % – ratio – differences between indicators; 0 – investigators; 1 – district police inspectors; 2 – candidates for service in the bodies of the National Police; 1 – propensity to overcome norms and procedures, 2 – predisposition to addictive behavior, 3 – tendency to self-destructive and self-destructive behavior, 4 – predisposition to aggression and violence, 5 – volitional control of emotional reactions, 6 – tendency to illegal behavior, 7 – dissatisfaction with persons own status, 8 – negative attitude to leadership in the institution, 9 – material dissatisfaction, 10 – perception of corruption as a norm of society.

- Fear of legal responsibility afterwards the participation in the corruption event.

In determining the admissibility of a particular model of activity, an individual conducts a series of analytical and comparative processes based on empirical experience, taking into consideration the possible risks and measuring them in combination with potential assets. In the area of corruption offences, among the potential risks include the form and extent of legal responsibility, indicated by the national legal system. In actual realities of the national legal system, the forms of legal responsibility varies in the range of financial penalties (a fine in the amount of 300 to 1500 non-taxable incomes of citizens), in the form of deprivation of special law (the prohibition to hold certain positions or to engage in activities related

to management for a term from 1 to 3 years) or period of personal restraint of liberty (arrest for a term of 3 to 6 months, imprisonment from 2 to 12 years).

In our opinion, actualization of this factor of auto-exclusion of corrupt activity of the public officers is possible through the implementation of the implemented experience of certain foreign countries in the realm of creation of an effective system of the corruption prevention. As the English researcher Susan Rose-Ackerman states: "... the practice of Israel represents the effectiveness of high level of severity of legal responsibility measures that are used towards the property and functional limitations of employees who committed corrupt crimes. Contrary to the means used by other states to prioritize the value of restriction of liberty as a main form of legal response to the fact of the corruption activities of a particular subject, the Legislative Assembly of Israel has chosen the best method of punishment – huge fines and lifetime prohibition to be engaged in activities related to management in public authorities ... The low level of corruption in the state and rare cases of corrupt practices testify to the correctness of the vector of anticorruption policy of this country"<sup>9</sup>.

- Awareness of the inevitability of legal responsibility in case of committing a corruption offence.

Experience of Singapore confirmed the effectiveness of systemic and operative transformation of a totally corrupt state apparatus into a testament of functionality and legality. For the purpose of anti-corruption resetting of public service in the state, as pointed out by Lee Kuan Yu (former Prime Minister of Singapore): "... it was necessary to completely reconsider the structure, competence and the attitude towards the public service institute. However, the most significant effect was achieved due to the absence of any exceptions – independent experts, beginning with the state head-leaders (including my family), began to examine the whole hierarchy of the state administration. When any suspicions of illegal enrichment was identified, an official was immediately restrained from exercising public functions, which made administrative pressure impossible"<sup>10</sup>.

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<sup>9</sup> Susan Rose-Ackerman. Corruption and Government Causes, Consequences, and Reform. [Электронный ресурс] CAMBRIDGE UNIVERSITY PRESS – Режим доступа : [https://edisciplinas.usp.br/pluginfile.php/841106/mod\\_resource/content/0/1999\\_Rose-Ackerman.Corruption20and20Government\\_20Causes2C20Consequ20-20Susan20Rose-Ackerman.pdf](https://edisciplinas.usp.br/pluginfile.php/841106/mod_resource/content/0/1999_Rose-Ackerman.Corruption20and20Government_20Causes2C20Consequ20-20Susan20Rose-Ackerman.pdf).

<sup>10</sup> Ли Куан Ю. Сингапурская история 1965–2000 гг. Из третьего мира – в первый. – М.: МГИМО-Университет, 2011. 656 с.

In order to restructure the mental archetype of a public officer in national practice, it is necessary to implement two key innovations:

a) Reloading of public apparatus should be started from senior officials and not from the basic low-level units;

b) Administrative anticorruption reform should be totally systemic rather than fragmentary.

#### 4. Results of empirical research

During the research, a comprehensive comparative analysis of the criteria for corruption genesis was conducted (based on data from previous empirical studies with sample data that was conducted in a private consulting institution, the activity of which is also associated with the interpretation of legislation and law-enforcement; 25 employees responded by the method of t -criterion proposed by William Gossett (the method of “Student”).

Two subgroups of the subjects were distinguished, in which a comparison was made between representatives of the public sector with pronounced leadership skills in psychotype (50%) and representatives of the private sector with leader traits in psychotype (50%). The research carried out by the private and diametrically opposite – the public sector was conducted for the purposes of identification of the main differences between these opposing segments of the state mechanism (Digest 2).

#### Digest 2

Features	t-criterion in main features of comparison			
	t private	t public	Corruption affect	Possible correlation
Neuropsychiatric stability of the individual	2,10	1.3	-2.2	,001
Democratic style of management	2,89	0.75	1.75	,005
Competitive environment	2,93	1.3	-2	,005
Team support	3,07	-1.5	-3.1	,001
Non-democratic method of management	-2,98	3	-1	,004
Satisfaction with the level of social provision	2,46	-1.5	-3.5	,002
Level of bureaucracy	0,2	3.7	4	,001
Transparency of governmental procedures	2,35	-1.5	-3	,005

#### Digest 2. Differentiation by t-criterion of V. Gosset on the basis of indicators of personality features and main styles of management

Thus, according to the main indicators, the differences in the baseline of the indication parameter “Neuropsychiatric stability of the individual” (the  $t$  public = 1,3,  $t$  private. = 2,10, the corruption affect of the criteria = -2.2, and  $p < 0,001$ ) were indicated. This indicator confirms that private sector employee are more stable and posses the higher level of psychological endurance in comparison with employees of state institutions, and therefore the first group indicate less predisposition to corruption. This result is quite natural because the employee of a private institution must adhere not only to legislative, but also moral and ethical standards, which is a prerequisite for the formation of the properties of neuropsychiatric stability of the individual.

There is also a difference in the scale of the indication “democratic style of management” (the indicator is  $t$  private = 2,89,  $t$  public = 0,75, the corruption affect of this criteria is 1.75, and  $p < 0.005$ ). This management style is more inherent for private institutions, due to that the state organizations are positioned as rather conservative and addicted to an authoritarian method of management (index  $t$  private = -2.89,  $t$  public = 3, influence on corruption-1, at  $p < 0.004$ ). In turn, as has already been demonstrated, the democratic management style is more favorable for the emergence of corruption than in non-democratic.

The factor influencing the degree of corruption is also the:

- development of the competitive environment (index  $t$  private = 2,93,  $t$  public = 1.3, impact on corruption-2, at  $p < 0.005$ );
- support for the team (the  $t$  private = 3.07,  $t$  public = -1.5, the effect on corruption -3.1, at  $p < 0.001$ );
- the satisfaction of employee with the level of social provision (the indicator is  $t$  private = 2,46,  $t$  public = -1.5, the effect on corruption is -3.5, at  $p < 0.002$ );
- the level of bureaucracy (the  $t$  private = 0.2,  $t$  public = 3.7,
- the effect on corruption = 4, at  $p < 0.001$ );
- transparency of government procedures ( $t$  private = 2,35,  $t$  public = -1.5, influence on corruption-3, at  $p < 0,005$ ).

An important factor in preventing corruption is also the minimization of manifestations of professional deformation and burnout.

Corruption is often indicated in synergy with such psychic phenomena as professional deformation (changing of the vector of perception of public service, during which social interests are replaced by the personal mercantile interests of the public officer, with the means of corruption offences) and professional burnout (loss of enthusiasm and

professional self-criticism due to the long and monotonous professional activity that is not provided with sufficient level of motivation). In our opinion dominant methods of counteracting these phenomena are the periodic rotation, the use of the institute of advanced training on a voluntary basis as a method of determining candidates for further career growth, etc.

## **CONCLUSIONS**

Corruption as a social phenomenon is endowed with a variety of manifestations and determinants, among which not only legal, but also socio-psychological are indicated. This fact underlines the need for a systematic approach to solving issues related to the development of an effective mechanism of corruption in Ukrainian society prevention.

In our opinion, the key methods of preventing corruption as a legal and psychological phenomenon are:

1. Ensuring an adequate level of socio-economic provision of public officers on the basis of competition and optimization of state institutions structure.

2. Minimization of manifestations of professional deformation and professional burnout.

3. Reformatting the competence and procedural aspects of management in public institutions.

The formation of a an effective national corruption-prevention system is de-facto impossible without a structured and consistent doctrinal study of the reasons and conditions of the corruption emergence in the public apparatus. That puts a challenge to the scholars of various realms, and therefore, the aspect of interpreting corruption, that is proposed in this article is only the beginning of the long way of development of scientific interpretation of this phenomenon.

## **SUMMARY**

In this article a systemic analysis of the immanent (personal, subjective) factors (determinants) of the typical forms of manifestations of corruption in the professional activities of public officers has been made, as well as comprehensive analysis of the forms and methods of psychological, organizational, legal, and social prevention of obstructive transformation in the procedure of public administration, conducted by these subjects.

Methods of scientific research that were used in the article: the analysis of specialized sources, deductive and inductive approaches to the



operationalization of thoughts, generalization of scientific achievements, method of Pearson's correlation analysis, W. Gosset's method, statistical interpretation of data, provided by Transparency International and Ukrainian State bureau of statistics.

One of the dominant problems of public government mechanism's of the modern countries is undoubtedly the phenomenon of corruption. Despite the axiom of identification of corruption as the destructive phenomenon it is obvious that there is insufficiency and some inconsistency in the doctrinal, and thus in the normative realm of representation of definitive and determination components, which leads to the ineffectiveness of specialized preventive anti-corruption measures being conducted in the state. Effective counteraction of corruption is the key to the progressive development of public administration and civil society institutions as the factor that underlines the importance of conduction of complex research in the paradigm of identification and methodology of neutralization of the forms of corruption manifestation.

The goal of scientific research was to identify corruption as a social phenomenon, the effectiveness of identification and correction of which is directly relevant with the level of systematic (integrative) approach to its analysis conduction. The main reason for the expansion of the forms of manifestations and types of determinants of corruption with the means of psychological deviations was stated to be the lack of practical effectiveness of current anti-corruption measures.

Psychological-legal vector of the interpretation of the problem of corruption as an independent paradigm of this phenomenon identification is connected with a number of propositions of development and stabilization of effective model of the prevention of corruption, including exogenous (monitoring, collective influence, the status of the employee) and endogenous (formation of the immanent imperative regarding resistance to corruption factors) means.

As a conclusion corruption is stated to be a social phenomenon that is represented with a variety of manifestations and is caused by various determinants, that are stated to be not only legal, but also socio-psychological by their nature. That fact stimulates the need for a complex approach to the solution of issues related with the development of an effective mechanism of the prevention of corruption in Ukrainian society.

The key methods of preventing corruption as a legal and psychological phenomenon are stated to be:

1) Ensuring of an adequate level of social and economic provision of public officers on the basis of competition between them with total functional optimization of state institutions.

2) Minimization of manifestations of professional deformation and professional burnout of public officers.

3) Reformation of the jurisdictional and procedural aspects of public management.

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**Information about the author:**

**Kisil Z. R.**

Doctor of Legal Sciences, Professor,  
Real Member of NAHE of Ukraine,  
Dean of the Faculty of Psychology  
of the Lviv State University of Internal Affairs  
ORCID: 0000-0003-1405-4547