

Socio-Psychological Analysis of The Formation of Honesty Vaccine In Civil Servants

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Abstract: This study explores the concept of an "honesty vaccine" and its role in fostering integrity among civil servants. The research investigates various socio-psychological mechanisms, including ethical education, social responsibility, and institutional control, to strengthen resistance against corruption. Utilizing a qualitative approach, the study reviews global best practices in promoting transparency and public trust in governance. The results suggest that effective training programs, strict accountability measures, and a culture of ethical behavior significantly enhance civil service integrity.



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Introduction

The problem of professional competence has been in the focus of attention of researchers and practitioners of business, non-profit sphere, public service, science and education for more than a decade. This problem is most acute for managers and employees of the state civil service, since not only the quality of public services provided depends on their professional competence, but also the attitude of the country's citizens towards the civil service and the government in general. It should be noted that today in science and practice there is no unified approach to the definition of the concept of "professional competence".

At the same time, without a clear understanding of the essence and content of professional competence, the availability of clear criteria for its assessment and the determination of the factors of effectiveness of its application, it is almost impossible to understand how it is really formed by each individual representative of the civil service. Thus, when it comes to the formation and development of professional competence among

government civil servants, it is advisable to take into account the achievements and achievements of the situational approach.

The effectiveness of the public administration system largely depends on the honesty and dedication of its employees. Honesty is not only a personal virtue but also a crucial factor for the stable functioning of the state system and increasing public trust in state institutions. Unfortunately, corruption, conflicts of interest, and lack of transparency can significantly hinder civil servants' adherence to ethical norms.

Methodology

The term "honesty vaccine" refers to the formation of an individual's immunity against corruption and immorality. This immunity can be developed through the following ways:

- Personal Values: Fostering honesty, conscience, and responsibility.
- Sociocultural Environment: Promoting honesty in society and organizations.
- Institutional Control: Creating systematic mechanisms to reduce the risk of corruption.

Honesty should be instilled from the education system. Special ethical and legal courses should be developed for civil servants. Training on the consequences of corruption and honesty standards is crucial for positive changes in society.

Honesty is a fundamental value that ensures civil servants adhere to the principles of legality, transparency, and fairness. This principle is practically linked to the following factors:

- Legal Accountability: Adhering to laws and avoiding corrupt practices.
- Social Responsibility: Protecting the interests of citizens and maintaining public trust.
- Professional Ethics: Prioritizing public interests over personal interests.

Research suggests that state systems with high levels of honesty experience faster economic development and stronger social equality and justice within society (Transparency International, 2023).

A civil servant should adhere to the following ethical principles in their work:

1. Serving the People's Interests: Prioritizing the interests of the state and the public over personal gain.
2. Legality and Transparency: All decisions should be made openly and based on legal grounds.
3. Responsibility and Accountability: Every employee should be accountable for their actions.
4. Fairness and Neutrality: Treating all citizens equally and avoiding discrimination.

If these principles are systematically implemented, a culture of honesty will develop among civil servants, and the risk of corruption will decrease.

To enhance transparency and reduce the risk of corruption in government agencies, the following measures should be implemented:

- Strengthening Internal Audit Systems: Monitoring the activities of civil servants.
- Ethical Codes and Ethics Committees: Promoting ethical standards in public service.
- Open Data Systems: Providing citizens with the opportunity to evaluate government decisions.

A system of material and moral incentives is crucial for promoting honesty. Research shows that ethical behavior in organizations can be effectively shaped through a combination of internal motivation and external incentive mechanisms (Treviño et al, 2006). Honest and dedicated civil servants can be motivated through the following ways:

1. Rewards and Recognition: Honoring honest employees with state awards.
2. Career Advancement: Creating opportunities for honest and dedicated employees to advance in their careers.
3. Public Oversight: Implementing systems that allow citizens to evaluate the honesty of civil servants.

Psychological research shows that an individual's internal values and ethical principles directly influence their decisions. According to A. Bandura's social-cognitive theory, people regulate their behavior not only through external factors – laws, public opinion, and institutional control – but also based on their internal ethical standards and personal values. This means that the process of shaping honesty is closely linked to developing civil servants' self-regulation abilities, where education, upbringing, and the social environment play a crucial role (Bandura, 1999).

Result and Discussion

Foreign country experiences in promoting honesty among civil servants and implementing systems for it can be illustrated as follows:

- 1) Singapore - A strict approach to anti-corruption. The country established the Corrupt Practices Investigation Bureau (CPIB) in 1960 (cpib.gov.sg). This bureau is responsible for ensuring the principles of honesty and integrity in public service. High salaries for civil servants and a strict accountability system play a significant role in preventing corruption.
- 2) Sweden – Transparency and social control. The country implements the "Public Access Principle" (Public Access Principle), which guarantees every citizen's right to free access to state documents. In society, values of honesty are passed down from generation to generation, and honesty has become a norm in the state system.
- 3) South Korea – Honesty code and punishment system. Independent anti-corruption bodies operate in the country, and a strict honesty code has been introduced for civil servants. Negative attitudes towards corruption in society and the fear of losing reputation encourage civil servants to be honest.
- 4) Germany – Rule of law and strong institutions. The country has strict anti-corruption laws, and additional activities of civil servants are carried out with the permission of

senior management. Professional pride among civil servants and public trust are important factors in ensuring honesty.

- 5) Japan – Tradition and personal responsibility. The country has a culture of long-term work in public service, which is a crucial factor in maintaining honesty. The fear of shame in front of society ("shame culture") helps reduce corruption.
- 6) Malaysia has been implementing several key strategies in its fight against corruption. The government's main goal is to reduce corruption, increase transparency in public administration, and build a culture of honesty. Malaysia, being one of the Muslim countries, also relies on Islamic principles in its fight against corruption. The government strives to strengthen anti-corruption policies not only legally but also through religious teachings. JAKIM (Jabatan Kemajuan Islam Malaysia) - the Malaysian Islamic Development Department conducts anti-corruption campaigns in the country.

In Uzbekistan, the Law "On Combating Corruption" was adopted in 2017[5]. In addition, the Anti-Corruption Agency was established in 2020. To increase transparency in public administration, electronic public services have been introduced, and public procurement is carried out through open tenders. Citizens of our country can anonymously report corruption to the Anti-Corruption Agency. Anti-corruption trainings and seminars are being organized for civil servants and students. These measures are aimed at reducing corruption and increasing honesty in public administration.

Conclusion

In conclusion, forming a "honesty vaccine" among civil servants is crucial for increasing the effectiveness of public administration and public trust. This process should be implemented through personal values, education, work environment, and institutional mechanisms. By encouraging honesty and combating corruption, the public administration system can become more transparent and efficient.

For the formation and development of professional competencies among government civil servants, authorities have the opportunity to use a wide range of tools: organizational (corporate), managerial and psychological. At the same time, it is important that all means of formation and development of professional competencies are systematized and coordinated with each other.

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