

## **IMPACTUL FENOMENULUI CORUPȚIEI ASUPRA ORGANIZAȚIILOR PUBLICE: STUDIU DE CAZ**

## **THE IMPACT OF THE PHENOMENON CORRUPTION ON PUBLIC ORGANIZATIONS: CASE STUDY**

**Drd. Larisa GRIGORIE (PĂTRU)**

**Drd. Diana PLOSCARU (MORARU)**

Universitatea din Craiova

**Abstract:** Our article studies the pragmatic approach of the knowledge of the phenomenon of corruption in public organizations, as well as the causes that lead to the existence and development of unethical behavior of public servants. Starting from the main objective, we analyzed the professional efficiency of public servants in relation to the achievement of the objectives of the organization on the background of the vulnerabilities generated by the risks of corruption acts. The research is carried out on a sample of 190 respondents from a public organization in Romania. The results indicate that the investigated subjects are differently positioned regarding the specificity of the phenomenon, by knowing its valences but they don't offer details of acts of corruption (for example, strategies, legislation, standards, and sanctions). The most important causes that lead to the emergence and development of the phenomenon of corruption are represented by the low level of salary and the working conditions of public servants, followed by the excessive bureaucracy, the incoherent legislative framework and inadequate correlation with the managerial measures, the low level of professional training of public servants, as well as the existence of a defamatory system of selection, use and promotion of human resources.

**Keywords:** phenomenon of corruption, unethical behavior, public organisation, public servant, act of corruption