



A QUALITATIVE STUDY OF THE PERCEPTION OF CORRUPTION AMONG SOME WORKERS IN LAGOS METROPOLIS

**Sanmi Johnson Ibidapo
Alex Igundunasse
Odunayo Arogundade**

Abstract

Current social science literature suggests that corruption is an endemic problem in Nigeria. This development has contributed greatly to the slow rate of economic development, high level of poverty and the internationally fractured image of the country. While the discipline of Psychology concerns itself with the scientific study of human behaviour, corrupt behaviours fall within the purview of behaviours, which are of interest to psychologists. Although much seems to have been done in the area of cross-country surveys and comparison of different countries of the world, very little is known about the broad psychological implications of corruption at the individuals and the sub-national levels. This study explores the nature and extent of corruption among selected government workers in Lagos and sought to deepen understanding of how the workers inductively perceived corruption in the State and by extension, the country. Four Focus Groups which were homogeneous were constituted, consisting of a minimum of ten persons in each group. Data was analysed through Thematic Analysis for emerging themes. Themes such as greedy gainers and reluctant accomplices, among others, emerged and were discussed while recommendations were made.

Keywords: *Corruption, Focus Group Discussion, Thematic Analysis, workers, qualitative method*

Received: 2nd August, 2022
Revised: 21st August, 2022
Accepted: 9th October, 2022

Authors Affiliation

Department of Psychology
University of Lagos

Correspondence:

sanmijoibidapo@yahoo.com

Introduction

The term corruption is a well-known concept the world over; and has been defined as the abuse of public power for private gain (Transparency International, 2013). Despite the worldwide outcry against corruption, the problem does not seem to have reduced in the last two decades particularly given reports from different countries of the world about the issue of corruption. Unfortunately, corruption benefits a few at the expense of the majority and it is the major culprit for several socio-economic problems ranging from generalized poverty, circumvention of meagre resources, increased unemployment and wastage of insufficient resources (Zaloznaya, 2014). In addition, Gire (2014) noted that corruption is one of the greatest obstacles to actualizing sustainable development, especially in Nigeria and other African countries. According to him, there has been a steady increase in the perpetration of corrupt acts in Nigeria recently, a situation which is traceable to different causes. Some of these ranged from: generalized poverty, colonialism, lack of job security, increased casualization of workers, inability to meet personal needs and inadequate punishment to serve as deterrence for the corrupt and poor economic situations (Awasthi, 2015; Folarin, 2014; Gire, 2014).

Corruption is an endemic problem that has plagued Nigeria for more than fifty years. Scholars such as Achebe (1960) have claimed that there have been reported cases of misuse of public funds and resources in Nigeria since the first Republic, even though prevalent corruption has been blamed generally on colonization (Ikime, 1985, as cited in Folarin, 2014). The problem of Corruption in Nigeria takes on different forms which include: bribery, advance fee fraud, favouritism, embezzlement, nepotism, money laundering, among others (Folarin, 2014). Widespread corruption in Nigeria has been the way of life of many of the country's political elites and this dates back to her first republic. This is evidenced by the probe of many top government officials, who have served in different capacities at the Federal and State levels. Some of the probes which are still ongoing include former governors, ranking former officials of the federal government, Party Chieftains and service chiefs. Corruption has however proven time and again to be not just a lethal foe but a fatal destroyer of both individual and national commonwealth.

Several studies in the past have preferred the quantitative method of research for investigating and understanding the problem of corruption above the qualitative method (Agbo & Iwundu, 2016; Baehr, Jones & Nerad, 1993; Collins & Schmidt, 1993; Obi, Nwankwo, Agu, Aboh & Sydney-Agbor, 2013). The reason for this is not far-fetched, given the age-long historical bias which views quantitative research as more reliable, scientific and objective as against the supposedly less scientific qualitative method.

However, this assertion is not necessarily true given that both methods have their relative strengths and weaknesses, depending on the research questions and oftentimes too, the field of study. Few studies have attempted to deepen understanding on the phenomenon of corruption, especially in Nigeria, using inductive or qualitative research methods. Some of such studies which have in recent times focused on the qualitative understanding of corruption within the Nigerian space, have further opened up the field of corruption research with deeper insights and interesting results. For example, Raheemson (2016) attempted to investigate the experiences of Nigerian citizens in corruption especially in conflict zones of the country. Through his phenomenological study and with reflective structural analysis of data extracted from 20 participants through in-depth interview Raheemson highlighted the experiences of the interviewees to reflect such experiences as daily bribery which is due in part to; generalised and widespread cultures of greed, immodesty, laxity and opaqueness with little or no sense of credence. This doctoral thesis, titled "Corruption and Conflict: A Phenomenological Study of the Experiences of Nigerian Citizens" Raheemson had identified 6 outstanding themes including: The seriousness of Corruption than 'stealing'; the inevitability of conflict; Corruption's roles in increased poverty and conflicts; Corruption as a violation of human rights; Promotion of corruption tolerance through religious ideas; and lastly, tribalism and ethnicity resulting from corrupt practices which engender conflict.

A similar study by Ipadeola (2016) on the patterns, experiences and manifestations of corruption in Nigeria, made discoveries which may have not been possible through quantitative studies on the subject of corruption. His research which conducted six Focus Group Discussions and thirty In-Depth Interviews obtained qualitative data from three states within Nigeria which are: Abuja, the Federal Capital Territory (FCT), Lagos and Rivers States. Apart from the general population, participants were selected from targeted sectors of the economy viz: Civil Society organization actors, the clergy His results linked increased corruption within the Nigerian society to the value system, arguing that much emphasis is placed on material possessions with the generally high apathy of citizens to contribute their quota to the fight against corruption. The study further identified greed as the major cause of corruption while it outlined that corruption affects the poor more than the rich and suggested strict punishments to serve as deterrence to others intending to perpetrate corrupt acts. From the rich findings from the identified qualitative corruption studies and given the limitations of the quantitative method of research into corruption however, a qualitative research into corruption seeking to provide in-depth understanding into the patterns, experiences and manifestation of corruption in Nigeria, with respect to the perception of workers (Ipadeola, 2016) is therefore very imperative and this has informed the current study.

Objective

The main objective of this study, is therefore to broadly explore how workers inductively perceive and experience corruption.

Research questions

While the research asked several specific questions (See appendix) the central research question for the study is:

How do workers in Lagos State perceive and experience corruption?

Study Location

This study was carried out among government workers in Lagos State, Nigeria.

Method

Participants

Participants made up of workers from selected government Ministries and Departments and Agencies within Lagos State were selected using purposive sampling technique. Participants were selected from the fifty-seven (57) Local Council Development Areas (LCDAs) and six Districts in the State. Selected participants were administrators and Heads of Departments at the Council; School administrators and classroom teachers in Secondary schools. Focus Group Discussions were held in two batches within a period of four days. Participants were constituted into eight (8) Groups. For effective analysis, four groups were selected for analysis with each group, comprising about 10 – 12 persons.

To ensure homogeneity, the researcher organized participants into different FGD groups based on their Agencies and establishments, as well as grade level (ranks). FGD sessions were conducted simultaneously within the same hall in the two batches and were handled by FGD moderators who had been adequately briefed by the researcher. The groups were well spaced out to avoid interference and noise from the other groups.

Procedure

Each FGD session was moderated by assistant researchers and sessions commenced with moderators reading out guidelines for the Discussions. FGD sessions were conducted over a period of 5 days as the researcher accessed the participants at a training program which lasted a period of 5 days apart. The researcher obtained the informed consent of willing participants and divided them into different FGD groups based on specified

criteria. Each session lasted about an hour. All sessions were conducted in English Language and participants responded in the same language. Participants were allowed to respond to research questions and clarifying questions were asked where clarity was needed by the assistant researchers. Sessions were recorded through recording devices and recordings were transcribed.

Transcription

The recorded sessions were transcribed verbatim, through an assistant, who did word-for-word transcription to avoid the loss of important data. The transcriptions included omissions and grammatical errors as reported by the participants so as to avoid unnecessarily confounding the data.

To ensure ethical compliance prospective participants were briefed on the purpose of the study and only willing volunteers were recruited for the study. Participants were assured of their anonymity.

Analysis

Data was analysed through Thematic Analysis (TA). TA was selected for the analysis because it is relatively easy to use and does not require a comprehensive background knowledge of specialized theories (Braun & Clarke, 2006). TA helps researchers identify overarching themes in the data. Analysis of transcription was done following Braun and Clarke's (2006) Inductive approach and emergent themes showed strong links to the data. The processes of TA in this research followed the six steps recommended by Braun and Clarke's (2006) and used more recently by Gupta et al,(2015). These six steps included: familiarizing with the data, generating initial codes; searching for themes reviewing themes; defining and naming themes and finally, producing the report.

Before analysis, the researcher compressed all transcriptions into a singular document for easy analysis and this facilitated an easy read-through of the transcript. Reading through the transcript was done severally, so as to become familiar with data for the generation of initial codes. Some of the initial codes generated included: embezzlement, contract inflation, extortion, and bribery. Codes that cut across the different sessions were identified. These were classified into major themes that explained the codes. Some of the themes identified in the analysis included: corruption as inappropriate behavior; reluctant accomplices in the act of corruption; greedy gainers and the sickness of embezzlement. The themes are expanded below:

Emergent Themes

1. Corruption as inappropriate behaviour

Participants while describing what translated into corruption in their workplaces and the emergent theme described corruption as *inappropriate behaviour manifesting through contravention of rules*. Respondents described corruption in their work places explained thus:

“I see corruption as any activity that defeats the standards and ethics of any profession.”

Another respondent in describing corruption as going against the set rules in the workplace said:

[CORRUPTION IS] “Going against the laid down norm and rules in any society. This goes into a lot of areas in government. For example, when a vehicle is purchased and then you bargain that the vehicle should be sold to you when you are leaving office, whereas the vehicle should go to the next officer taking over from you, this is corruption. Also, as a civil servant you're meant to resume for 8 o'clock and you resume by 12 o'clock and ask an officer to sign for you, this also is corruption”

Another respondent described corruption as manipulating school results:

“My view of corruption in my place of work is in results. Sometimes, because the school management do not want to be found wanting in result analysis, they call the people in charge and ask them to upgrade certain results, which is not a true reflection of things”

Yet another respondent in describing corruption in terms of keeping time said:

“Corruption has many facets. For those of in the Local Government when you’re to resume by 10 o’clock, and you resume by 12 o’clock, that’s corruption. You resume by 10 but sign for 8, that’s corruption.”

Another respondent described inappropriate behaviour as influencing things to benefit cronies even within an establishment said:

“For example, let’s assume that I have the good ears of the chairman, and then the fee accruable to me as a result of my attending this meeting is N 25,000, the Chairman may ask that I be given N 50,000 because of my personal relationship with him, this is a corrupt practice.”

“Two, if we’re to employ in service, we are meant to advertise for candidates, but you find out that the bosses already have their selected candidate before the job position is advertised, this is corruption. Coming down to our office, you know we work with politicians, when the party needs money, the heads of Departments would be called and told how much is each department is to provide, upon getting this money, the purpose for which the money was requested for in the first place is never met. For instance, in the Education sector, you have written down that you provided instructional materials for 26 schools in this LGA, and back this claim with made up receipts, whereas, those things are not present in the schools, this too is corruption. Sometimes, people go as far putting down their names and telephone numbers on the receipts so that when the Auditor come, they’re able to back their made up claim easily, because they know that the Auditors wouldn’t have time to inspect further.”

A respondent described the inappropriate behaviour manifested as Extortion by saying:

“In addition to this, I want to speak about a particular issue that causes fracas between myself and management. Sometimes when I’m transferred to a school, under three months, there would be calls for me to be transferred to another school. This is because of illegal collection. Some of these pupils I give money to eat, others, I buy uniform for, yet you see some people taxing their parents who can barely afford to send the children to school. For me, this is corruption.”

“Mine is about the food that government said they should be giving the Children. This has caused some teachers to stop bringing from their houses, they bring plates with the aim of collecting food. The same thing happens with the HM, if the vendor does not take food to him/her, they would quarrel with such a vendor. The HMs are also meant to inspect the kind of food that the vendors bring, but they don’t do that. The vendors usually pay the HMs some money per term. This is corruption.”

A respondent describes corruption as a contravention of due process:

“Corruption takes place the moment due process is not taken into cognizance during the implementation of government policies and programs. I believe at that point in time, corruption has set in. When we don’t go through the necessary processes that are involved.”

2. Reluctant accomplices

Respondents noted that most persons who engage in corrupt acts do not really want to engage in the acts, however, they usually engage in the act to keep their jobs, or to survive. A respondent explained that keeping one's job may involve engaging in corrupt acts:

"Because of job security, I might have to be corrupt because I want to keep my job."

Another respondent said the preponderance of corruption is due to the fear of unknown since government does not take care of people's future in the country:

"...in Nigeria today, maybe only 5% do not like corruption. In the Civil Service in particular, fear of the unknown makes corruption prevalent. This is because the Government does not take care of your future, you thus need to be corrupt to fend for yourself after retirement. This is why Nigerians are generally corrupt, the Government encourages corruption. As a holder of a BSc. Degree and two Masters, I cannot imagine someone who barely finished primary 6 comes in as a Chairman or Councilor or Supervisor and acquires so much wealth for himself under three years using me as a conduit pipe. If I see a means of carving something for myself why serving under them, I will do it because I don't have a future after retirement. This is why Nigerians love corruption because our economy is Civil Service driven."

Another respondent said they were being forced:

"In generality, we don't like corruption, we are forced to be corrupt. If we are properly taken care of, if the system runs the way it ought to, would we be corrupt? No!"

Respondents felt helpless in the face of corruption:

"Do we like corruption, the answer is no. Why are we doing things that show otherwise? This is because we are handicapped because we can't correct the people in charge."

"...we have institutions that can tackle corruption, but because what is happening to you and I at this level is also happening to the people manning such institutions, that's why it cannot be out rightly stamped out"

Another respondent expressed the helplessness against corruption in this way:

"I want to see it from this angle, not everyone loves corruption. However, because of the state of the country, some people have been lured into being corrupt. Take for instance, a teacher that works at a far place, who spend all his money on transportation to and fro. In this aspect, if anything comes up that would give the teachers money, directly or indirectly, the teacher would take it. At times the person involved in corruption has a pure mind, but the situation around, the economic situation of the country may contribute to corruption."

Failure to become corrupt often come with consequences that invariably force the most upright to reconsider. A respondent captured their thought viz:

"Sometimes, unknowingly we also encourage corruption. In my LGA for instance, you would find out that level 16 officers are still in the classroom, while level 14 officers are already Head teachers. We encourage them to give them what they want (money) so as to get the promotion they rightfully deserve. The truth is you have to pay for that position. There are some LGAs where they charge as much as N100,000 or N200,000. So some way, somehow we encourage corruption."

Some are pressurized into corruption because they do not have the tools to effectively discharge their duties. A respondent captured it thus:

“I think people are favourably disposed to corruption in my place of work. If you ask them to go and collect revenue in some places, there is no provision for official vehicle, so they will take part of the revenue collected to foot their bills. No incentive, no official vehicle, so everyone tries to cut corners.”

Some think that those who are corrupt are so because they have back-up. This respondent expresses this though thus:

“People are favourably disposed to corruption because some are influential, they have god fathers and when they are caught, they are not perturbed because they have people that will fight for them, at the end of the day they know how the matter will be resolved”

3. Greedy gainers

Respondents in identifying attributes of corrupt persons jointly identified greed:

“There are some attributes to corrupt person, I mean people. Like in our country Nigeria, I don’t think what we need individually, nobody can have all things at a time. But because of the greed, some people would like to have cars, houses, mansions, cities, estates and so on and so forth, all in name of we tax payers’ money. But the attributes that I will list of those people that are corrupt: They are never satisfied; they are inconsistent; they don’t humble themselves.”

“...their attribute is that they continue to steal, they are never satisfied in their life because once they don’t think deep that this country doesn’t belong to a sect or a section or to a city or a state, when they continue to acquire wealth, it would affect the economy of the country.”

Another respondent says:

“Yes, the attribute or characteristic I can link to a corrupt person is greediness. When someone is greedy, automatically, they are corrupt. And when a person is too power oriented, that is over ambitiousness”

Another captured it this way:

“Let me just add, someone who is known to be a liar, who is always promising heaven and earth, and you know, that would give you an idea that this person would not perform and is only saying heaven and eat and is lying.”

Some named value as a factor as captured by a respondent below:

“For me, the attribute I use to judge a corrupt person is the value. Value means what makes you do what you do. For some of our leaders, the value behind their motives is very wrong. What makes him do what he does in the representation of National interest?”

4. The Sickness of embezzlement

Some respondents opined that the scale and operations of some corrupt persons may not be unrelated to psychiatric issues. Most respondents who agreed to this talked majorly in terms of the embezzlement or misappropriation of funds to acquire material resources. Respondents captured it this way:

“If somebody is not sick, and somebody is having hundreds of billions in his account, and that person is still trying to take 10 million that belongs to the community, is that person not sick? That person is sick. All this money they gather, are they going to spend it in heaven? At times they die and even their Children cannot get their money.”

“If we want to be sincerely, it should be stipulated (not just stipulated, but also enforced) in the oath of allegiance and oath of office. This is because no one would openly want to take a psychiatric evaluation. It could be stated that if you’re caught for corrupt practices, you would have to go for psychiatric evaluation.”

Another respondent said:

“How can someone embezzle and then bury the money in the cemetery? All these things are not normal, so they are sick”

One respondent said:

“Imagine people acquiring wealth that 4 generations cannot exhaust. If they were normal, they would consider the GDP value of the overhead cost of a Nigerian. It makes no sense for one person to acquire the wealth that even the whole population cannot exhaust. If there is an avenue for them to be checked upstairs, then I subscribe to it. Instead of taking them to court, they should be first, be taken to the psychiatric hospital for evaluation.”

One respondent described their illness as a spiritual sickness thus:

“I want to say this, let us establish the fact that sickness has type. There is physical sickness and there is spiritual sickness. Their own sickness is spiritual sickness. Once you cannot fear God in any position that you are, that person is sick... They even make caskets and label it then put it in it, because of this BVN issue.”

A respondent described them as ill because they steal even things they do not need

I would say they are mentally ill. If you look at the Yoruba adage that says a mad man will pack everything whether useful or not useful. You discover that most of our politicians, they will steal what they need, continue to steal until they start stealing what they don’t need. When you start stealing what you don’t need that is mental illness and they need to be talked to

Some recommended corrupt people for psychiatric evaluation

I would say they are mentally ill and they should be subjected to psychiatric tests; because how can you expect somebody building a mansion of 50 rooms? How many are you going to sleep in? You have more than 10 cars in your garage, how many are you going to drive at the same time? For me they are mentally ill. Educated people just what do you need? Like somebody like me now, I don’t need more than 3bedroom flat because at the end of the day, my children would grow up and everybody would find their way.

Some others would not recommend them for psychiatric evaluation:

I want to support him that they are mentally ill but I will not recommend them for psychiatric evaluation because I don’t think they are mad people, they just need to be reoriented and need to be talked to.

Some think it is not a form of mental illness:

“it’s not that they are sick actually, well that’s for me. I just feel that greediness is the cause, that’s my own point of view”

Another said:

“I don’t think they are sick. I think they feel that, I have this money and I don’t want the second person to have this money. Even when I leave that position, I still want to maintain my power.”

Another respondent opined that corrupt people are mentally sound and are even very calculative.

“I just want to add something... They are sound in their brain. It takes mental calculation to know that when I get there, this is what I’m going to get, it takes someone who is very sound upstairs to calculate it.”

A respondent averred thus:

“In addition to this, I have a deep belief that they believe we can be motivated and used with money. They believe that when they show you money and ask you to do anything for them, you will do it. Someone can be mentally ill, but I think that they do it deliberately because of power.”

5. The corrupt majority

Respondents submitted that most Nigerians are corrupt with few exceptions. Majority of the respondents concluded that over 80% of Nigerians are corrupt; just as majority believed that men were more corrupt than women. In percentage, of the 24 persons who responded 12 (50%) opined that both men and women were corrupt alike, 9 (24%) said men were more corrupt, 1 (4%) opined that women were more corrupt while 2 (8%) were of completely different opinions.

6. The norm of nepotism

In examining what some people will ordinarily have referred to as nepotism, some respondents were of the opinion that it was normal to do so. A respondent said:

“To me, it’s a normal thing. For instance, I am from an extended family, I have siblings, I have cousins, if I occupy an official role, I believe that if I’m able to fix them in positions, I would be a bit relieved. This is my own mind set about it and I think this is how people see it too. We do it for relief.”

Another respondent opined that despite the government’s promises to tackle the situation yet festers and people are pressurized into it:

“Well it is called nepotism and it has been one of the bane of this country. Several governments in the past always put it up as an issue to be tackled but you find out that promised to tackle such issues are the ones that even encourage such. So you find out that people are pressured into towing the line.”

Another respondent opined that despite not being the best, family pressure can push people into it as captured this opinion thus:

“It is not always the best but however, the way the country is going, there is nobody that will not favour his own at any time because if you have the chance of doing and you fail to do it, when you get back to your family, you will receive a lot of bashing. So sometimes, family pressure may push someone to do it...”

Some respondents believed that it depended on prevailing circumstances as captured below:

“Well, it depends on the circumstances that warrants something like that but I don’t it is the best for somebody to do that.”

Another respondent said:

“My take on using your official status to benefit your family and friends is that it is a two-way thing. You can have very qualified people in your family that you can help. It is also for your own glory. When you leave the position you look back and the person you have helped, I was the one that put this person there; but you know you did it on merit. But where it becomes bad is where that family member is not qualified and you just put the person in that position whereas, there are other people outside that are more qualified than your family member. So I think it’s a two-way thing.”

Somebody also said:

“To me I don’t see anything bad in it but it depends on the way you do it. Like she said, if the person you want to help, family, friends or whoever is qualified, good to go.”

Other respondents thought it was not too bad:

“I believe that in this issue of family something, whatever somebody has to help, to raise people that are falling from the family when you have opportunity to do that, to my opinion, it is not too bad. The only thing I would just advice is that you do not do the one that would tarnish your image or that would put you in trouble or problem. Yorubas say if you try to raise someone with your position wherever you are, your name will be mentioned for good at every time when the person remembers. That’s my own opinion.”

Some respondents totally disagreed and disapproved of the practice as captured below:

“It is not good at all because you have to have the fear of God. When I see someone that is more qualified and my own family they are contesting for the same post, in my own opinion, I would take the outsider to get them the job. That’s it.”

Another said:

“I think that’s the beginning of corruption. I think I shouldn’t do that. The Nigerian situation, we have rules and regulations, we have laws. I think anybody that goes contrary to the laws should be given the appropriate punishment.”

A respondent also opined that:

“It shouldn’t be. You should not use your position to bring your family in. Let it be on merit. Rather than bringing them in, if you have the capacity, you can develop them and help to do something better. If you bring them into the system and they are not capable, it is going to affect the system.”

Conclusion and recommendations

This study has employed thematic Analysis in an attempt to deepen understanding on the issue of corruption among Nigerian workers. The results showed six themes including the understanding of corruption as *inappropriate behaviours*. The study also showed some Nigerian workers as *unwilling accomplices* in acts of corruption in their respective workplaces. Thus, if the conditions were right, and if choices were available, some Nigerians would rather not engage in corrupt acts.

Furthermore, *greed* was identified as an unmistakable characteristic of corrupt individuals. The concept of greed should be studied more elaborately in future researches to focus on greed and how it is related to individual corruption proclivity. The study also brought to the fore through observation of the scale and strategies of *embezzlement* some form of *pathology*; this also is a subject of further research. Results from the study also showed no difference in the prevalence of corruption between Males and Females as shown by the theme of *corrupt majority*. The *norm of nepotism* as evidenced from the study showed nepotism as the form of corruption that was most widely accepted among Nigerians. Families and tribesmen see nothing wrong in using public service as an opportunity to benefit close family members and associates.

The Nigerian system especially the civil service should be structured in such a way as to allow workers report incidences of corruption without vilification and witch hunt. Workers should be motivated through pay increase while honesty should be rewarded publicly to encourage the culture of probity. The Government's whistleblower policy should be adopted at every level of government – Federal, States and Local Governments. Such enforcement in all government institutions will help to discourage acts of corruption. Employee corruption sensitization should be built into training and re-training workers to discourage nepotism, embezzlement and other forms of corruption, emphasizing their negative consequences.

Limitations

Limitations of the present study include those presented by the use of Focus Group studies according to Morgan (1997). According to him, this involves a form of group influence that the Focus Group (usually homogenous), exerts on its members and which may affect data. Furthermore, according to Brawn and Clarke (2006) the Inductive approach to Thematic Analysis is limited in its interpretative power to mere descriptions if such is not grounded in existing theories.

Furthermore, there are limitations in the application of findings of this study given that the study was conducted among selected workers in Lagos State. Consequently, the work climate of Lagos State differs significantly from the work climate of other States in Nigeria and other places outside Nigeria.

References

- Agbo, A. A. & Iwundu, E.I. (2016). Corruption as a propensity: Personality and motivational determinants among Nigerians. *The Journal of Psychology*, 150:4, 502-526, DOI: 10.1080/00223980.2015.1107523
- Awasthi, A. (2015). Critical analysis of aspects of corruption. *Summer Internship Society Vol. VII Issue-1*
- Baehr, M. E., Jones, J. W. & Nerad, A. J. (1993). Psychological correlates of business ethics orientation in executives. *Journal of Business & Psychology*, 7, 291–308.
- Braun, V. & Clarke, V. (2006). *Using thematic analysis in psychology*. *Qualitative Research in Psychology*, 3, 77–101. doi: <http://dx.doi.org/10.1191/1478088706qp063oa>
- Collins, J. M. & Schmidt, F. L. (1993). Personality, integrity, and white collar crime: A construct validity study. *Personnel Psychology*, 46, 295–311.
- Folarin, S. (2014). *Corruption, politics and governance in Nigeria*. Retrieved online from: <http://eprints.covenantuniversity.edu.ng/3249/1/Folarin%202.pdf>.
- Gire, J.T. (1999). A Psychological analysis of corruption in Nigeria. Retrieved online from: https://r.search.yahoo.com/_ylt=AwrE19AMyhdiFccAWQdXNyoA;_ylu=Y29sbwNiZjEEcG9zAzEE

dnRpZAMEc2VjA3Ny/RV=2/RE=1645755020/RO=10/RU=https%3a%2f%2fwww.semanticscholar.org%2fpaper%2fA-Psychological-Analysis-of-Corruption-in-Nigeria-Gire%2fd1e8cc87b2df1aa3cdf53fd1cb0eb2576aa77a5b/RK=2/RS=E8laJcxgu7X60ZtdBlxtLGcCfx0
-

- Gupta, M., Ganguli, S. & Ponnampalasa, A. (2015). Factors affecting employee engagement in India: A study of offshoring of financial services. *The Qualitative Report*, 20(4), 498-515.
- Ipadeola, O. (2016). Qualitative Study on the Patterns, Experiences and Manifestations of Corruption in Nigeria. www.unodc.org
- Morgan, D.L. (1997). *Focus Groups as Qualitative Research*. 2nd ed. Thousand Oaks, CA: Sage Publications
- Obi, T.C., Nwankwo, B.E., Agu, S.A., Aboh, J.U. & Sydney-Agbor, N. (2013). Influence of personality and age on attitude towards crime among adolescents. *IOSR Journal of Humanities and Social Science (IOSR-JHSS) Vol. 17(1)*, 80-86.
- Raheemson, F.A. (2016). Corruption and conflict: A phenomenological study of the experiences of Nigerian citizens. Unpublished PhD thesis. Retrieved from: https://nsuworks.nova.edu/cgi/viewcontent.cgi?article=1044&context=shss_dcar_etd
- Transparency International (2013). FAQs on Corruption. http://www.transparency.org/howeare/organisation/faqs_on_corruption.
- Zaloznaya, M. (2014). The social psychology of corruption: Why it does not exist and why it should. *Sociology Compass* 8/2: 187–202, 10.1111/soc4.12120

Appendix

Specific research questions:

- What in your understanding translates to a corrupt act in your place of work?
- Would you say people are favourably disposed to corruption in Nigeria and in your workplace; are Nigerians corrupt?
- Would you say that there are main attributes to identify who is corrupt?
- Would you say that corrupt individuals are mentally ill and possibly recommend them for psychiatric evaluation if you can?
- Do you think all Nigerians are corrupt as generally publicised in some quarters?
- In your thinking, who should be blamed for corruption in Nigeria, men or women?
- What is your take on using one's status to benefit friends and family even if others are more qualified?

Open Access: This article is licensed under a Creative Commons Attribution 4.0 International License, which permits use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons licence, and indicate if changes were made.



This work is licensed under a [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/)