

Organisational Environment and Resisting Corruption: An Institutional Perspective

RESEARCH QUESTIONNAIRE

This survey will investigate the ability of an organization to actively counter corruption in an environment where corruption is the norm. We will explore the story behind the successful management of organisational corruption by Grameen in Bangladesh. The bank and its founder received a Nobel Prize in 2006, and has reversed conventional banking practice by removing the need for collateral. Grameen has created a banking system based on mutual trust, accountability, participation and creativity. We are investigating factors that could influence the successful management of organisational corruption.

If you volunteer to participate in this study, we estimate that you will need about 15 - 20 minutes to complete the questionnaire and we hope that you will agree that the project is sufficiently important to warrant this time commitment.

The information you provide will not be attributed to you. We will ensure that your privacy, anonymity and confidentiality is maintained at all times as at no time will names of individuals be used in the reporting of the research. Informed consent also means that you understand that your participation is voluntary and that you have been informed of the purpose of the study.

Your cooperation and contribution will be greatly appreciated and will be of great assistance to us in successfully completing this research project. If you have any questions please contact:

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If you have any concerns or complaints about the conduct of this project, you can contact:

Research Ethics Officer, Office of Swinburne Research (H95),
Swinburne University of Technology, P O Box 218, HAWTHORN VIC 3122. Melbourne, Australia
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Section A: Introduction

This section requires you to complete some basic background information about yourself. Please circle the appropriate option

1. Your gender is
 - a. Male
 - b. Female
2. What is your age group
 - a. 20-30
 - b. 31-40
 - c. 41-50
 - d. 51-65
3. Number of years you are working at Grameen
 - a. Less than 1 year
 - b. 1 – 5 years
 - c. 6 – 10 years
 - d. 11 – 15 years
 - e. 15 – 20 years
 - f. More than 20 years
4. You work at:
 - a. Head office
 - b. Zonal Office
 - c. Area office
 - d. Branch office

Section B: Organisational Environment and Resisting Corruption

The following statements seek to establish your understanding of the processes and structures used by Grameen to resist corruption. Please indicate your opinion on each statement, where 1 indicates 'strongly disagree' and 5 indicates 'strongly agree'.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
1	The processes in Grameen are transparent	1	2	3	4	5	N/A
2	Field officers have adequate authority	1	2	3	4	5	N/A
3	The steps of loan approval are easily understood	1	2	3	4	5	N/A
4	The steps for loan approval are always complied with	1	2	3	4	5	N/A
5	The steps for loan approval are considered to be fair	1	2	3	4	5	N/A
6	The processes for staff promotion is easily understood	1	2	3	4	5	N/A
7	The processes for staff promotion is always complied with	1	2	3	4	5	N/A
8	The processes for staff promotion is considered to be fair	1	2	3	4	5	N/A
9	I believe that staff salaries are adequate	1	2	3	4	5	N/A
10	Business decision-making information is always accessible	1	2	3	4	5	N/A
11	Organizational performance information is always accessible	1	2	3	4	5	N/A
12	Business decisions are always reviewed	1	2	3	4	5	N/A
13	There is no uncertainty in the business decision making process	1	2	3	4	5	N/A
14	There are extensive control systems over business decision making in place.	1	2	3	4	5	N/A
15	The ability to make business decision is confined to a small group	1	2	3	4	5	N/A
16	In Grameen there are many regulations that need to be followed	1	2	3	4	5	N/A
17	In Grameen all regulations are always complied with	1	2	3	4	5	N/A

Section C: Organisational Behaviours Reflecting Corruption:

The following statements seek to establish your understanding of organisational behaviour reflecting corruption. Please indicate your opinion on each statement where 1 indicates 'strongly disagree' and 5 indicates 'strongly agree'.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
1	It is easy to know if anyone doing corruption in Grameen.	1	2	3	4	5	N/A
2	Easy to know if any individuals who are doing corruption in Grameen.	1	2	3	4	5	N/A
3	Systems within Grameen prevent corruption.	1	2	3	4	5	N/A
4	Monitoring mechanisms in Grameen are strong enough to prevent corruption						
5	Task descriptions in Grameen are transparent enough to prevent corruption.	1	2	3	4	5	N/A
6	The organisational structure of Grameen prevents corruption.	1	2	3	4	5	N/A

Section D: Organizational Consequence Generated by Corruption:

The following statements seek to establish your understanding of the organisational consequence generated by corruption. Please indicate your opinion on each statement where 1 indicates 'strongly disagree' and 5 indicates 'strongly agree'.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
1	Grameen takes strong action if any corruption is found	1	2	3	4	5	N/A
2	Grameen's reputation will be adversely affected if corruption were found	1	2	3	4	5	N/A
3	Grameen will take strong action if you were found to be corrupt	1	2	3	4	5	N/A
4	Grameen would react strongly even this is the first time you acted corruptly.	1	2	3	4	5	N/A

Section E: Organisational Architecture Resisting Corruption:

The following statements seek to establish your understanding of the organisational architecture able to resist corruption. Please indicate your opinion on each statement where 1 indicates 'strongly disagree' and 5 indicates 'strongly agree'.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
1	Ethical behaviour is supported by Grameen	1	2	3	4	5	N/A
2	Grameen provides anti-corruption training	1	2	3	4	5	N/A
3	Appropriate mechanisms are in place to detect corruption at Grameen	1	2	3	4	5	N/A
4	Grameen's culture actively resists corruption	1	2	3	4	5	N/A
5	Grameen's internal auditor focuses on corruption	1	2	3	4	5	N/A
6	Grameen's external auditor focuses on corruption	1	2	3	4	5	N/A
7	Grameen provide ethical guidance for its staff	1	2	3	4	5	N/A

THANK YOU FOR YOUR TIME