Income level and corrupt behaviour tendencies among tertiary institutions nonacademic staff in Calabar education zone of Cross River State, Nigeria

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Abstract

The main purpose of this study was to investigate the relationship between income level and corrupt behaviour tendencies among Tertiary Institutions Nonacademic Staff in Calabar Education zone, Cross River State. One research question was formulated and a null hypothesis tested at 0.5 level of significance. Literature was reviewed based on the variable under study, an Ex-post facto research design was adopted and a stratified random sampling technique was used to select four (4) Tertiary Institutions while accidental sampling technique was adopted to select 822 respondents, the population of the study was eight thousand, two hundred and twenty (8220) Nonacademic staff of Tertiary Institutions in Calabar Education Zone. The instrument for data collection was a structured Questionnaire titled Income Level and Corrupt Behaviour Tendencies among Nonacademic Staff Questionnaire (ILCBTNSQ), with Fifteen (15) items. T test was used for test of hypothesis. The data analysis revealed a positive correlation between income and corrupt behaviour tendencies among Nonacademic staff in Calabar Education Zone of Cross River State. Based on the finding, it was recommended that in spite of the fact that prompt payment of salary should be ensued, the government and tertiary institutions should set up a standard criterion that checkmate corruption tendencies among staff in tertiary institutions.

Keywords: *Income level, Corruption, Behaviour, Tendencies, Nonacademic, Staff.*

Introduction

Nigeria, one of the most populous countries in Africa has been ranked high in most surveys carried out by Transparency International and other organizations that monitor corrupt practices. Nigeria ranked 1st most corrupt country in the world in the year 2000, and 2nd in the years 2001, 2002 and 2003, the country maintained the 2nd most corrupt country in the world. This triggered the establishment of anti-graft agencies such as; Independent Corrupt Practices Commission in 2000, as a result of the failure to include the private sector, which is also corrupt, in all of these laws; The Nigerian constitution of 1979 established the Code of Conduct Bureau Tribunal, which receives allegations about unethical practices. Also, the Economic and Financial Crimes Commission (EFCC) was created in 2003 to complement Obasanjo's administration's anti-corruption crusade.

Whistle-Blowing was introduced under Buhari's government in 2016 as an anticorruption policy to fight against corruption in Nigeria. Other attempts include the formation of investigative committees, commissions of inquiry, and tribunals (such as the Failed Bank Tribunal) to pursue dishonest individuals. To support inquiry commissions and tribunals, laws such as the Money Laundering Act of 2003, the Advance Fee Fraud and Fraud Related Offences Act of 1995, the Foreign Exchange Act of 1995, and the Corrupt Practices and Other Related Offences Act of 2000 were passed into laws. In 2004, Nigeria ranked the 3rd most corrupt country and took the 6th position in 2005. It improved to the position of 18th and 32nd in 2006 and 2007 respectively. In 2012 and 2013, the country took position 37th and returned to 33rd corrupt country respectively. In 2014, Nigeria was the 38th corrupt country of the world. In 2015, the result dropped to 25 and went back to 28 in 2016, and continue dropping to 27 in 2017/2018, 26th in 2019, 25th in 2020 and 24th in 2021. (Uzochukwu 2018). With the emergence of a new government led by President Mohammadu Buhari in 2015, many Nigerians were hopeful that, the country's corruption level

would be minimized. In 2015, power was transferred from Goodluck Jonathan to Mohammadu Buhari with the slogan "Change". One of the campaign promises made by President Muhammadu Buhari, was the massive reduction of corruption in Nigeria. But the question that Nigerians have been asking since the leadership of President Buhari till 2023 "Is President Buhari government fighting corruption as they promised during campaign in 2014? Nigerians are tired as they found out that the government is not really fighting corruption.

The nonacademic staff in the tertiary education process, are involved in certificate racketing, admission, screening, NYSC, and school fee ruins, among others. Recently in the university of Calabar, Cross River State, Nigeria. The Director General of National Youth Service Corp (NYSC), Brig. General Y. D. Ahmed reported negatively that the university mobilized 184 fake Corp members in 2023 mobilization year (punch, 2024) including a bread seller. Also, The Accountant General of the Federation, Dr, (Mrs.) Oluwatoyin Sekirat revealed recently how the director of pay roll in the university of Calabar pay rolled his wife and children into the IPPIS platform drawing illegal monies. (National 2024). Income is a necessity in every one's life, as it is the driving force in all life aspirations and sustenance. Some work for it, while some go for it by all means which may lead to corrupt practices. The wide spread of corruption in Nigeria tertiary institutions means that, there is hardly any sector of Nigeria society that can be exempted as not being corrupt. Be this as it may, there are sectors in which the prevalence of corruption can terribly destroy her people and image. However, little is known about the causes of corruption, yet it is capable of destroying the educational system, it reduces growth, restricts trade, distorts the size and composition of school expenditure, it weakens the financial system, and strengthens the underground economy. Also, corruption leads to increasing levels of poverty and income inequality. The educational distortions caused by corruption, for example, erode the quality of educational services, with particularly serious consequences on the students and the labour market.

This study is particularly interested on income level on the justifiability of corruption. A number of studies have attempted to discern those characteristics, variables and circumstances, which 'predispose' some nonacademic staff to engage in corrupt behaviour. They include; the staff job satisfaction, conducive work environment, gender among others. Although some significant correlations between these variables and tendency to participate in corrupt act have been reported, research does not appear to be conclusive in establishing the significance of any of such variable. The relentless rise of corruption has required the implementation of anti-corruption measures interventions and policies by various administrations to combat the problem at the source. This involves the creation of departments, councils, and other organizations, tasked with preventing corruption. It also includes programmes aimed at reducing corruption to the minimum level. It is based on this background that this study examined Income Level and Corrupt Behaviour Tendency among Tertiary Institutions Nonacademic Staff in Calabar Education Zone, Cross River State, Nigeria.

Statement of the problem
The widespread of corruption in all sectors specifically, in the education sector in Cross River State and Nigeria at large is still on the increase despite the effort of the Federal Government to eradicate corrupt practices through various anti-corruption agencies. Corruption tends to be fighting back as corrupt people and their supporters have been mounting unreasonable objections and distractions to positive anti-corruption measures by the government. The problem seems to be worst in the higher institutions. This manifest itself in many ways such as; applicants paying money to gain admission, for grades, job seekers paying money for job; in most cases without

getting the job, falsification of documents, certificate racketing, among others. Corruption and its various forms and consequences has been highlighted by several literature as negatively affecting the development of the society. Hence, it has an effect on the socio-economic security of the concerned society. It has been widely studied by various literature in regard to its causes, consequences and measures to curb it at international and national levels. However, extensive studies have not been exhausted at local levels where the society needs most services to develop. It is also at this level that officials entrusted to provide services are susceptible to corruption practices.

The unstoppable spread of corruption has necessitated anticorruption measures and strategies by successive governments to curb corruption at root. This includes the establishment of agencies such as The Independent Corrupt Practices and Other Related Offences Commission (ICPC) and. the Economic and Financial Crimes Commission (EFCC) charged with the responsibility of curbing corruption. It also involves initiatives tailored at minimizing corruption to the barest minimum. Despite the successes attained by these institutions, the situation remains unpalatable as corruption continues to permeate and pervade every facet in our society and national life in Nigeria. It is against this backdrop, that the researcher posed a question; does income level influence corrupt behaviour tendency among tertiary institution nonacademic staff in tertiary institutions in Calabar Education Zone, Cross River State, Nigeria?

Purpose of the study
The purpose of this study was to investigate income level and corrupt behaviour tendency among tertiary institutions nonacademic staff in Calabar Education Zone, Cross River State, Nigeria.

Research questions
Does income level influence corrupt behaviour tendency among non-academic staff in Calabar Education Zone of Cross River State, Nigeria?

Statement of hypothesis
There is no significant influence of income level on corrupt behaviour tendency among non-academic staff in Calabar Education Zone of Cross River State, Nigeria.

Literature review
The word "corruption" has become a common denominator in Nigeria and it is hindering meaningful development. As pointed out, its prevalence in less developed economies including Nigeria has become so pronounced that no day passes without a case of corruption against highly placed Nigerian reported. Corruption is a class problem. Corruption simply means the reversion of integrity, or state affairs through official bribery, favour or made depravity. (Terlumun, 2021). Corruption is asking, giving or taking a free gift or favour in exchange for the performance of a legitimate task; the pervasion or obstruction of the performance of such a task or the performance of an illegal and illegitimate task hoarding, collusion, price fixing, election rigging, abuse and or misuse of office. Corruption in public life in Nigeria was said to have started in the 50s when the first panel of inquiry headed by Justice Strafford Forster Suttory was set up to look into the affairs of Africa Continental Bank (Ltd) (ACB) in July 1956. The chairman was the then Chief Justice of Nigeria. The petitioner was Mr. Eya. The panel report was released on January 16, 1957 and Dr. Zik was indicted for allowing public funds to be invested in the bank which he (Zik) had interest (Terlumun, 2021).

In the view of Garner (2014), "corruption is the act of doing something with intent to give some advantage in consistent with official duty and right of others or official's use of a station or office to produce some benefit either personally or for someone else contrary to the right of others". Hence corruption violate rules and processes for personal gains and advantages. Also, Unimna, Adie and Ohanyere (2004) revealed that cultural identity refers to as an individual self-concept and perspective, and is associated with several factors such as, nationality, ethnicity, religion, socio-economic class, religion, income status or any other social group. The World Bank (2017) viewed corruption as "the abuse of public office for private gains. Public office is abused for private gain when an official accepts edicts or extorts a bribe. It is also abused when private agents actively offer bribes to circumvent public policies and processes for competitive advantage and profit. Public office can also be abused for personal benefit even if no bribery occurs through patronage and nepotism, the thereof state assets or the diversion of state resources." Like corruption, development is a value word. It is always normative because it is directed towards the objectives that people desired. Biddle and Biddle in their own words defined development as: "social and personal change that moves towards consciously chosen goals.

According to the International Monetary Fund (IMF) (2000) cited in Adetayo (2019: 23) Corruption is the "misuse of power or confidence for personal gain, and it is a not just governmental officials, but also people in positions of authority in private corporations or non-profit organizations." Corruption can take place in various ways such as 'kick back' a type of bribery in which someone engaged in the purchasing process receives a reward from the supplier for placing an order of goods or services; embezzlement: theft of resources for personal gain; evidence destruction; irregular destruction, removal, or abuse of records; extortion: the act of obtaining something by threat, force, or undue demands; favoritism: the unfair favoring of one person or group over another (Adetayo, 2019:23). These are among other ways corruption takes place in societies. Similarly, Ofoeze (2004:20) cited in Igiebor (2019: 495) Corruption is a deliberate action or inaction by a person or group be it public or private to obtain benefits for oneself, a relation, associate, or group in a way that breaches established rules, ethics, and/or moral codes, leading in a perversion of justice and fairness.

Corruption, no matter what form it takes or what name it goes by, must be defined, known, and dealt with seriously. As a result, the economy is at risk of stagnation and regression. When it comes to comprehending corruption, 'vertical corruption,' which includes decision-makers and managers, is one example of corruption found by Okey & Ewa (2019) cited in Rotimi, Obasaju, Lawal and Iseolonunkanmi (2019:5). Horizontal corruption, which includes the whole official, laymen class, and educated in a country, is more prevalent in less developed countries. Rotimi, et al. like Nigeria, the reason why corruption is prevalent in Nigeria has been attributed to a variety of factors, including political style, cultural structure, and a poor legal system. Due to a regulatory system that is both poor and corrupt.

Report has showed that, People with a higher income (more than 1000 BAM/month) are significantly more likely to engage in bribing in three out of five bribery categories than respondents in the low-income group. On average, the odds that respondents with a high income will engage in bribing medical personnel, police officers and public servants are 67, 107, and 51% higher than the odds for respondents with a low income, respectively. Belonging to a middle-income household has no statistically significant association with bribing of any type. High income has statistically significant influences on corruption experiences, indicating that they will be higher for respondents with a high income than for those with a low one.

Understanding corruption and its potential predictors are essential in order to better support anti-corruption policies. Jancsics (2019) argued that more effective anti-corruption strategies can be developed if 'we specify exactly what we understand about different types of corruption'. In essence, an individual decides to bribe in order to receive appropriate services or to avoid hassle. However, inconsistent results across sectors support the fact that although corruption is common to all individuals regardless of their income level, a certain individual's income level can increase or decrease the probability of bribery. Hence, significant predictors can determine an individual's state in terms of low income, average income level and high-income level, when the need to bribe in exchange for services is more likely to occur. Corruption is a worrying and widespread problem in Bosnia-Herzegovina. As in Bulgaria, the high involvement in corruption of individuals in different sectors of Bosnia-Herzegovina's economy may indicate that 'the corruption does not violate social norms but has rather become the norm itself' (Pavlovska-Hilaiel, 2015).

Placek, Pucek, and Ochrana (2019) argued that factors specific to post-communist countries might be important in understanding corruption; that is, bribing officials had been a way to satisfy the needs of an individual in times of scarcity, both on the demand and supply sides of corruption. Such corrupt behaviour is still 'deeply rooted in the consciousness of the citizens of post-communist countries' (Placek, Pucek, &Ochrana. 2019). In line with this, we argue that corruption is an inherited lifestyle in Bosnia-Herzegovina, regardless of their income level, increases the probability of bribery in several sectors.

Melgar and Rossi (2010) found that individuals "who are employed in the private sector are more likely to perceive a higher level of corruption than those who are employed in the public sector" (p. 50). In addition, the authors found that unemployed individuals perceived corruption to be low. Lavena (2013) argued that wealth tends to influence an individual's acceptance and perception of corruption, where wealthy individuals "are more likely to believe that corruption is an acceptable way of preserving and advancing their position in society, because such behavior goes unpunished and social networks of corruption expand" (p. 351).

In line with this argument, Melgar and Rossi (2010) found that individuals "who are on the demand side of the 'bribes market' tend to perceive lower level[s] of corruption than those people who are on the supply side of this market" (p. 192). In the case of Croatia, a culture of paying bribes is more prevalent for self-employed individuals than for individuals employed in the public or private sectors; this difference will significantly influence individual perception of corruption. Employees' financial and social position in connection to others, in view of wage, training, and occupation is believed to play a role in corruption behaviour. (Orces, 2019). Orces (2019), found that riches, education, living in a greater city and being male, all improve the probability of giving pay off to the police while age diminishes the probability of giving bribe. Additionally showed that wealth, education, living in a urban city and being male was related with giving pay off among civil servants same for general medicinal workers, where she discovered comparative outcomes for all factors aside from education.

Income is an important predictor of micro-level corruption. Individuals with higher incomes (Ivlevs& Hinks, 2015), rich individuals, affluent households, and households with higher levels of consumption are more likely to engage in bribery. However, contrary results obtained by Razafindrakoto and Roubaud (2017) showed that the poorest individuals are 'more vulnerable and less able to avoid or resist bureaucratic corruption'. Similar results were obtained by Islam and Lee (2016). Liu and Peng (2015) found that students from middle-income families were more

likely to bribe. However, in Torgler and Valev's (2016) study, economic status and financial satisfaction do not have a statistically significant association with the justifiability of corruption. The underlying explanation for the positive association of higher income with corruption likely relates to this group's higher frequency of interaction with the government (Mocan, 2018). Gutmann et al. (2014) found that corruption perception decreases with an increase in income. At the macro level, richer countries are strongly associated with lower corruption levels (Debski & Jetter, 2015).

The study by Gneezy (2017). Was extended by Gupta (2015) and Vesterlund and Niederle (2015) which said that given an option to choose the level of competition-based payment scheme, women are less likely than men to choose competition-based pay scale which in turn makes women less risk averse. Women choose to be more generous than men if the price of being honest is high and happen to be more socially looking in the absence of risk. Women also make better business managers and handletop tier positions with more integrity as compared to men (Fondas &Sassalos, 2018). Also, women handling managerial positions ask a greater number of questions from their superiors instead of simply agreeing to their decisions.

Fisman and Gatti (2012) found significant relationship between levels of corruption and demographics of government officials. Glaes & Saks (2015), concluded that with the development of individuals both in terms of education and income, the levels of corruption decrease. Melgar et al, (2010) found that those with better access to information, higher academic credentials and a higher financial status perceive lower levels of corruption.

Income level influences people behaviour, both negatively and positively. Athanasius (2021) investigated income and educational attainment as predictors of corrupt behaviour among workers of public secondary schools in Ogidi education zone of Anambra State. In all, two purposes, two research questions and two hypotheses guided the study. The study adopted a correlational design. The purposive sampling technique was used. The sample size was 35 workers in secondary schools in Ogidi Education Zone. The simple random sampling technique was used to choose the sample size from the population of 345 workers in secondary schools in Ogidi Education Zone of Anambra State. A self- developed questionnaire titled 'workers corrupt behaviour tendency questionnaire'' (WCBTQ) was the instrument used for data collection for this study. The questionnaire has two sections A and B. Section A measured personal information and income and level of education data while Section B contained 20 items which was used to seek the responses on corrupt behaviour tendency. The instrument was face and content validated by two experts in Educational Management and one expert from Measurement and Evaluation in the Department of Educational Foundations, Chukwuemeka Odumegwu Ojukwu University. The reliability of the instrument was ascertained through a test re-test method and Pearson product moment correlation co-efficient Analysis and the reliability Co-efficient of 0.75 for corrupt behaviour tendency were obtained. The data collected was analysed using simple linear regression analysis for both the research questions and the hypotheses. The hypotheses were tested at .05 level of significance. The findings of the study revealed that income level and level of educational attainment were modest contributors of corrupt behaviour tendency among workers in Ogidi Education Zone. However, analysis of the hypothesis showed that income level and level of educational attainment significantly contributed to corrupt behaviour tendency among workers in the zone. Based on the findings of the study, the study recommended among others that the Federal and State government should try as much as they can to ensure, promote and encourage the

financial empowerment programmes for workers to ensure that workers with low income are improved upon with the consequent reduction in corrupt behaviour tendency of workers.

Godwin (2020) analysed the effects of Corruption on Socioeconomic Security of Musanze District, Rwanda. It aimed at identifying the types of corruption, establishing the corruption status, finding out the corrupt institutions, establishing corruption effects, as well as suggesting strategies for fighting corruption in Musanze District. The study was descriptive and applied the mixed methods approaches to collect, analyse, and present data. The study population was all institutions in Musanze District. 51 respondents were selected as a sample size. Purposive, cluster and convenient sampling techniques were used to select the study area, population and respondents respectively. Both secondary and primary data were collected. Primary data was collected using an instrument whose questions where both structured and unstructured so as to collect quantitative and qualitative data. Quantitative data was analysed and presented using descriptive statistics in the form of percentages and tables. Qualitative data was analysed thematically and presented narratively. Findings indicated that the corruption occurred in various forms including sex corruption (17.6%), corruption status was high (49%), mostly occurred in public institutions (District authorities, 20%) caused by lack of accountability (28.6%), and its effects included poor quality service delivery (24.5%). It was concluded that various forms of corruption existed in Musanze District at a high status in public institutions, with varying causes and effects that hampered the socio-economic security. The implications are that the study informs policy on the current status, causes and effects of corruption. It was recommended that the available legal measures be put in practice against the corrupt other than being in principle.

Enitilo, Ajayi and Ajayi (2017) examined the effect of minimum wage in the fight against corruption among civil servants in Ekiti state, Nigeria. The objectives were targeted towards assessing the effect of unemployment, briberies, basic salary, annual bonus, productivity and performance pay and allowance on corruption. Primary data were sourced through the use of structured questionnaire on carefully selected sample of 378 out of the 7,062 workers drawn from thirteen (13) chosen Ministries, Departments, Agencies and Government Corporations in Public Service of Ekiti State with staff strength of two hundred (200). Multiple regression analysis was adopted to measure the effect of unemployment, briberies, basic salary, annual bonus, productivity and performance pay and allowance on corruption. The study found that effect of unemployment on corruption ($\beta = -0.218$, p= 0.033), basic salary ($\beta = 0.209$, p= 0.007), annual bonus ($\beta = 0.040$, p= 0.003), and allowance ($\beta = 0.741$, p= 0.000). The study concluded that due process in awarding government contracts is not strictly adhere to, this give room for civil servant in the state to be conscious of what to be receive either in form of gift or bribe and the annual bonus has no effect on their daily living even when paid and the various work allowance (e.g. wardrobe, leave, furniture, newspaper allowance), still could not meet the works' needs do to economy recession.

Abdulrazaq (2022) examined the interrelationship among income level, peer relation and tendency to participate in corrupt behaviour of senior workers secondary schools in Nasarawa State based on gender. The study was had one objective, one corresponding research question and a null hypothesis. The objective of the study aimed at examining the interrelationship among family background, peer relation and tendency to participate in corrupt behaviour based on gender. The study adopted a correlational research design and the population of the study was 875 with a sample size of 78 (35 males and 43 females). Multi-stage stratified random sampling technique was used to select the sample of the study. Questionnaire tagged "Family Background, Peer Relation and tendency to participate in corrupt behaviour (FBPR&TPCBQ) was used as an

instrument for data collection. The research questions were answered using mean and standard deviations while the null hypothesis was tested at 0.05 level of significant using Pearson Product Moment Correlation Coefficient (PPMC). The findings of the study showed a significant interrelationship among family background, peer relation and tendency to participate in corrupt behaviour among senior secondary school workers in Nasarawa State regardless of gender. It was therefore recommended that Government should closely monitor their workers so as to make sure that harmony, peace, love, obedience, honesty, equity, and justice are provided to all workers regardless of gender.

Warui (2021) focused on income level contributing to teachers corrupt behaviour tendency in public primary schools in Starehe Sub- County, Nairobi County. The objectives of the study were: to determine individual related factors contributing to teachers corrupt behaviour tendency in Starehe sub-county. The study adopted three theories; the Ecological System Theory, Social Learning Theory and General Strain Theory. The design of the study was descriptive. A sample size of fifty teachers and administrators was obtained by using purposive sampling technique. Questionnaires and interview schedule were used to collect data. Pilot study was administered to ascertain the validity and reliability of the instruments. Quantitative data was analyzed using descriptive statistics such as mean, standard deviation and percentages and presented by use of frequency tables and bar graphs. Qualitative data was analyzed thematically in accordance with the objectives and presented in verbatim. The study findings revealed that demographic attributes such as unemployment, low education level and unstable marriages had great influence on teachers corrupt behaviour tendency. It was established that individual related factors such as anger, frustrations, threat from peers and worry from exams were leading factors contributing to delinquency.

The study of Olufunmilayo (2017) was designed to appraise income level and corrupt behaviour tendencies among workers in Akure North and Akure South Local Government Areas of Ondo State, Nigeria. The correlational research design was used in the study. The stratified random sampling technique was used. Two hundred workers were used as sample. The research instrument for the study was a self-constructed questionnaire entitled "Appraisal of Corrupt Behaviour Tendencies Questionnaire (CBTQ)" Data collected were analyzed using percentage (%). Findings from the study showed that the parent, the teacher and the media, are all instrumental to workers corrupt behaviour tendencies. Based on the findings of the study, conclusion was drawn and recommendations made.

Athanas (2016) sought to determine how the socio-economic variables of a worker relate to their participating in crime in Bungoma County. The area of study was Bungoma County and the research design that was used by the researcher was descriptive. This design was adopted for this study because it involves extensively analyzing and describing the relationship between socio economic status and workers participating in crime. The target population for the study was workers in Secondary and tertiary institutions. A sample of approximately 183 workers from schools was selected. Data collection involved administration of questionnaires to the sampled workers. Data was cleaned and edited to eliminate errors and omissions then coded to assign numbers to responses. Responses were arranged against each research question. Both descriptive as well as inferential statistics was analyzed. Descriptive statistics such as the measures of central tendencies was used to summarize the data and to describe the distribution of the sample. Similarly, the inferential statistics such Chi-Square, Pearson's correlation, multiple regression as well as ANOVA was used to infer the sample results to the population. The findings indicate that most of

the workers came from the low-class family socio economic status and therefore as the family social economic status increases, there is a decrease in crime and violence and petty offences. There commendation is the relevant authorities to introduce interventions to empower community so as to increase socio- economic status of workers.

Akinlotan, Ojo, Abisoye, Aina and Edegbai (2017) investigated the opinions of Ketu Adie– Owe community in Ado–Odo/Ota Local government of Ogun State, on the socio–economic factors that cause corruption behaviour. The study adopted descriptive survey design. Data were collected through quantitative method. This involved seventy– three copies of questionnaire administered among community residents conveniently sampled for the study. Quantitative data were analysed using table of frequency and percentage distributions. Fifty–nine percent of the respondents were female; 49.3% of them were married and 39.7% of them had family size of2 to 3 persons. The analyses in the study show that 97.2% of the respondents affirmed poverty as a cause of delinquency; 89.0% of them opined broken homes, 83.3% concurred on low family income as a cause,84.5% of the respondents signified lack of parental control as a cause of delinquent behaviours; 82.2% affirmed that delinquency in juveniles is caused by pressure from bad peer groups and 77.8% of the respondents affirmed lack of moral / religious instructions from parents as a factor leading children to delinquent behaviour. The study recommends speedy economy recovery; discouragement of broken homes; adequate parental control and sound moral/religious instructions to people as panaceas to the problem of corrupt practices in our society.

Methodology

An Ex-post facto research design was adopted for the study, literally it means 'after the fact'. It basically studies phenomenon after they have occurred. The independent variable (income level) has already occurred and inherently not manipulate-able. The study was conducted in Calabar Education Zone, it consists of seven Local Government areas namely: Akamkpa, Akpabuyo, Bakasi, Biase, Calabar municipal, Calabar south, and Odukpani. Local Government Areas. It is bordered in the North by Yakurr Local Government Area of Ikom Educational Zone; the Cameroon Republic to the East, and Akwa Ibom State to the west. Geographically, the Zone is situated between latitudes 4,30 and 4 40 N and 08 5 and 8 15 E with an elevation of about 15m above sea level. The Area is characterised by double maxima rainfall that climaxes in the months of July and September. The Zone records an average annual rainfall amount of 3000mm and relatively humidity of above 85% (NOAA weather report, 2006). The Zone Has five public tertiary institutions; University of Calabar, University of Cross River, Cross River College of Education, College of Heath Technology and School of Nursing. It has one private University; Arthur Jarvis university in Akpabuyo. The stratified random sampling technique was adopted to select four (4) tertiary institutions because it is neutral and allow for equal participation, while accidental sampling technique was used to select 822 respondents, accidental sampling technique is economical and time friendly. The population of the study comprises of Eight thousand two hundred and twenty (8220) nonacademic staff of tertiary institutions in Calabar education zone. The instrument used for data collection was a structured questionnaire titled income level and Corrupt Behaviour Tendencies Questionnaire (ILCBTQ), containing Fifteen (15) items. One way analysis of variance statistical tools was used for test of hypothesis, to analyse data on the relationship between income level and corrupt behaviour tendencies. The data was analyzed at 0.5 level of significance.

Result and discussions

The hypothesis states that there is no significant influence of income level on corrupt behaviour tendencies among tertiary institutions non-academic staff. The null hypothesis was subjected to testing using analysis of variance (ANOVA) to ascertain whether to accept or reject the null hypothesis. The independent variable in this hypothesis is the income level (Below ₦50,000 per month, ₦50,000 - ₦100,000 per month, ₦101,000 - ₦200,000, and Above ₦200.000) while the dependent variable is corrupt behaviour tendencies among non-academic staff in tertiary institutions of Calabar Education Zone, Cross River State, Nigeria. The null hypothesis was tested using data from 822 non-academic staff in tertiary institutions in Calabar Education Zone, Cross River State, Nigeria. The result of the analysis is presented in the table 1. below.

The analysis of variance (ANOVA) result of the influence of income level on corrupt behaviour tendencies among non-academic staff produced a mean score of 29.07, 29.91, 30.43, 31.51, and 30.11 for below ₦50,000 per month, ₦50,000 - ₦100,000 per month, ₦101,000 - ₦200,000, and above ₦200.000 income level categories respectively and the standard deviation of 8.13, 7.26, 5.49, 5.50 and 6.74 for respective income levels. This indicated an observed difference in the mean and standard deviation of respondents on corrupt behaviour tendency based on income level categories. The F-ratio of the Analysis of Variance (ANOVA) obtained ($F_{(3,818)}$ = 3.059) was significant at .05 (p = .028 < .05). The implication of this result is that the null hypothesis which states that there is no significant influence of income level on corrupt behaviour tendencies among tertiary institutions non-academic staff, Calabar Education Zone was rejected while the alternate hypothesis was accepted. Consequently, there is a significant influence of income level on corrupt behaviour tendencies among tertiary institutions non-academic staff.

To compare group means because of the observed significant difference, (P = .02 < .05) Scheffe's post hoc test was conducted, and the result of the analysis is presented in Table 1 and 2. The result shows that a significant mean difference as found in this study was among those who earned below 50,000 monthly and those earning above 200,000 monthly when compared. However, there was no significant difference found in among the others income level group when compared.

TABLE 1: Means, Standard Deviations, and One-Way Analyses of Variance on income level and corrupt behaviour tendencies among tertiary institutions nonacademic staff of Calabar Education Zone.

	N	x̄	Std. Dev.	
Below N50,000 per month	165	29.07	8.13	
N50,000 - N100,000 per month	278	29.91	7.262	
N101,000 - N200,000	280	30.43	5.49	
Above N200.000	99	31.51	5.50	
Total	822	30.11	6.74	

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	413.801	3	137.934	3.059	.028
Within Groups	36885.449	818	45.092		
Total	37299.251	821			

TABLE 2: Scheffer's multiple comparisons of income level and corrupt behaviour tendencies among tertiary institutions nonacademic staff in Calabar Education Zone.

(I) Income	(J) Income	Mean Difference (I-J)	Std. Error	P.
Below N50,000 per month	N50,000 - N100,000 per month	-.83	.65	.65
	N101,000 - N200,000	-1.36	.65	.23
	Above N200.000	-2.44[*]	.85	.04
N50,000 - N100,000 per month	Below N50,000 per month	.83	.65	.65
	N101,000 - N200,000	-.52	.56	.83
	Above N200.000	-1.60	.78	.24
N101,000 - N200,000	Below N50,000 per month	1.36	.65	.23
	N50,000 - N100,000 per month	.52	.56	.83
	Above N200.000	-1.07	.78	.59
Above N200.000	Below N50,000 per month	2.44[*]	.85	.04
	N50,000 - N100,000 per month	1.60	.78	.24
	N101,000 - N200,000	1.07	.78	.59

The result of the study showed that income level influences corrupt behaviour tendencies among tertiary institutions nonacademic staff in Calabar Education Zone. Income has a significant influence on non-academic staff corrupt behaviour tendencies, as corruption tendencies behaviour increases with a low-income level when compared using Scheffer's post-hoc test. Employees who earn less than ₦50,000 were more likely to be involved in corrupt behaviours than employees who earn ₦200,000 and above. On average, the odds that respondents with a high income will engage in corrupt behaviour practices significantly differ from respondents with a low-income level in the post-hoc analysis. Belonging to middle-income levels has no statistically significant association with corrupt behaviour tendencies.

This study finding refutes the previous study findings that individuals with higher incomes (Mocan, 2008; Ivlevs& Hinks, 2015), rich individuals (Hunt & Laszlo, 2012), affluent households, and households with higher levels of consumption (Deininger &Mpuga, 2004) are more likely to engage in bribery. Analysis of research hypothesis Athanasius (2021) showed that income level and level of educational attainment significantly contributed to corrupt behaviour tendencies among workers. However, contrary results which are in line with the present finding obtained by Razafindrakoto and Roubaud (2007) show that the poorest individuals are 'more vulnerable and less able to avoid or resist bureaucratic corruption'. Similar results obtained by Islam and Lee (2016) and Liu & Peng (2015) found that students from middle-income families were more likely to bribe. However, in Torgler and Valev's (2006) study, economic status and financial satisfaction do not have a statistically significant association with the justifiability of corruption. Gutmann et al. (2014) found that corruption perception decreases with an increase in income. At the macro level, richer countries are strongly associated with lower corruption levels (Debski & Jetter, 2015).

Conclusion

The ultimate purpose of the study was to investigate the relationship between income level and Corrupt Behaviour tendencies among tertiary institutions' nonacademic staff in Calabar Education zone, Cross River State, Nigeria. To achieve the purpose of the study, a research question was formulated and was translated into a research objective and null hypothesis. A detailed review of literature was conducted to assess what other scholars and researchers have done

on the subject under study. Ex-post facto research design was considered most appropriate for the study. The population of the study consist of Eight thousand two hundred and twenty (8,220) nonacademic staff from the four (4) tertiary institutions selected through a stratified random sampling technique. And the accidental sampling technique was used to select 10% of the population from each institution making a total of Eight hundred and twenty-two (822) respondents were used as sample. A fifteen (15) item questionnaire instrument titled income level and corrupt behaviour tendencies among nonacademic staff questionnaire, was used to obtain data, tested using one way analysis of variance statistical tools at 0.05 level of significance. The result obtained from the analysis of data revealed that; Income level has significant relationship with corrupt behaviour tendencies among tertiary institutions nonacademic staff in Calabar education zone of Cross River State, Nigeria.

Recommendations

The following recommendations were made after the study. That:

1. In spite of the fact that prompt payment of salary should be ensued, the government and tertiary institutions should set up a standard mechanism that checkmate corruption tendencies for certain positions.

2. Government should increase minimum wage, and approve allowances for nonacademic staff in the tertiary institutions, thereby, improving the standard of living for its masses.

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