

MESTO I ULOGA MENADŽERA U IDENTIFIKACIJI I SUZBIJANJA KORUPCIJE U OBLASTI PRIVREDE

THE PLACE AND ROLE OF MANAGERS IN IDENTIFYING AND COMBATING CORRUPTION IN THE ECONOMIC SECTOR

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REZIME

Opšte je poznato da se kod nas posle siromaštva, nezaposlenosti, i opšteg kriminala, po važnosti korupcija svrstava na četvrto mesto. Iz tih razloga ovaj oblik neetičkog poslovanja (korupcija) u svim oblastima života, a posebno u privredi, nameće potrebu da se osvetli sa više aspekata, i na taj način bliže sagleda, mesto i uloga menadžera, kako u identifikaciji ove štetne pojave, tako i njenog suzbijanja.

U radu se konstatuje, da su privreda i društvo kod nas u teškom položaju, zbog dugogodišnje krize i tekućih reformskih procesa, i da postoje realni uslovi za pojavu raznih oblika korupcije.

Polazeći od toga da je menadžerski posao raznovrstan i složen, od menadžera se sa razlogom zahteva posedovanje raznih **menadžerskih** veština. Jedna od njih je i umeće da identifikuje razne oblike korupcije, kao najveće pretnje bezbednom poslovanju, ali i načine njenog suzbijanja.

Našim istraživanjem je utvrđeno da su u privrednoj oblasti kod nas u izvesnom stepenu zastupljeni razni oblici aktivne i pasivne korupcije, i da se najefikasnija antikorupcijska borba može postići samo striktnom primenom najnovijih dostignuća kriminalističke nauke bliže definisanim okvirima Nacionalne Strategije za borbu protiv korupcije.

Uvidom u dostupne nam empirijske podatke o zastupljenosti korupcije u svim oblastima ljudske delatnosti, kao i u oblasti privrede, kod nas i u svetu konstatuje se – da je korupcija globalni fenomen sa velikim brojem disfunkcionalnih efekata, bilo da je ona krupna, sitna, aktivna, pasivna i sl.

Korupcija izaziva mnogobrojne neposredne i posredne štetne posledice, dovodi do pada kvalitet javnih službi, može uneti nepredvidivost u političkom odlučivanju i pravnoj regulativi, povećati cenu države, podstaći rasipništvo i upravnu i političku kulturu.

Istraživanje je pokazalo da korupciju treba smatrati sistemskom slabosti, **zanakom** da nešto nije u redu sa sistemom. Ona nije izolovana pojava ili isključiva posledica nedostatka morala ljudi, već prpratna pojava društvenih odnosa, kako kod nas, tako i u celom svetu, a naročito u zemljama u tranziciji sa nedovršenim pravnim sistemom i nedovoljnim iskustvom da se stvore normalni odnosi između **institucija** i civilnog društva.

Uvidom u problematiku korupcije koja je bila predmet ovih proučavanja utvrđeno je da su posledice korupcije dalekosežne. Ona otežava afirmaciju vladavine prava, dovodi do nepoverenja građana u zakone i vlast, negativno utiče na stabilnost društva i opštu sigurnost stanovništva.

Ono što je specifično za korupciju jeste to što se ona teško otkriva i suzbija, jer nema jasnih mera o identifikaciji njenog postojanja, raširenosti i dinamici promene. Iz tih razloga u borbi protiv korupcije preporučuje se uključivanje svih segmenata društva, a naročito građana, jer bez njihove saradnje nije moguće pristupiti primeni efikasnih mera sprečavanja ove štetne pojave u društvu.

Istraživanjem je takođe utvrđeno da bez podizanja javne svesti o opasnosti od korupcije i potrebi njenog suzbijanja, kao i afirmacije prava građana u celini, nije moguće se efikasno boriti protiv korupcije. Konkretno akcije za suzbijanje korupcije na globalnom nivou preuzete su tek u zadnjoj deceniji XX veka i to na raznim nivoima. Legislativa iz ove oblasti sadržana je u dokumentima EU, Veća Evrope i UN, i ima obavezujući karakter za sve članice. Dokumenti EU propisuju protokol inkriminisanja kako aktivne tako i pasivne korupcije u užem smislu, i instrumentališe kazneno pravnu intervenciju u korupciji, koja šteti ili bi mogla da šteti finansijskim interesima EU.

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Veće Evrope propisuje dokumente koji se odnose na kazneno pravnu konvenciju o korupciji i građansko pravnu konvenciju o korupciji, zbog pretnje korupcije demokratiji, ljudskim pravima i vladavini prava. Celokupnu legislativu EU i Veća Evrope, prihvaćene su od strane UN, i čine je pravno obavezujuće za sve njene članice

Ključne reči: *Korupcija, menadžment, privreda, sektor, tranzicija, suzbijanje, prava, EU, Veće Evrope, UN.*

SUMMARY

It is widely known that in our country after poverty, unemployment, and general crime, the importance of corruption fourth place. For these reasons, this form of unethical business (corruption) in all areas of life, especially in the economy, a need to elucidate from several aspects, and thus closer to examine the place and role of managers, both in the identification of these adverse events, and its control. This paper argues that the economy and society at us in a difficult position, because of the long - standing crisis and the ongoing reform process, and that there are real conditions for the emergence of various forms of corruption. Given that the managerial job varied and complex, managers are reasonably require possession of various **menadžerkih** skills. One of them is inserted to identify the various forms of corruption, as the greatest threats to safe operations, as well as ways of its control. Our research has found that in the economic field with us to some degree represented various forms of active and passive corruption, and that the most effective anti-corruption can only be achieved by a strict application of the latest achievements of science Crime closer defined within a national strategy to combat corruption. After examining the available empirical data to us about the representation of corruption in all spheres of human activity, as well as in the fields of economy, in the world and finds it - that corruption is a global phenomenon with a large number of dysfunctional effects, whether it be large, small, active, passive and **Fig.** Corruption causes numerous direct and indirect adverse effects, leading to a drop in the quality of public services, can enter the unpredictability of the political decision-making and legal requirements, increase the cost of government, encourage wastefulness and administrative and political culture. Research has shown that corruption should be considered a systemic weaknesses, **zanakom** that something is wrong with the system. It is not isolated phenomena or exclusive consequence of the lack of moral people, but an accompanying phenomenon of social relations, both in our country and around the world, especially in countries in transition with incomplete legal system and insufficient experience to create normal relations between institutions and civil society. Considering the issue of corruption which was the subject of this study were found to be far-reaching consequences of corruption. It hinders recognition of the rule of law, leads to distrust of citizens in the laws and authority, negatively affects the stability of the society and the general security of the population. What is specific for corruption is that it is difficult to combat and detect because there are no clear measures on the identification of its existence, prevalence and dynamics of change. For these reasons, the fight against corruption recommended the inclusion of all segments of society, especially the citizens, because without their cooperation is not possible to access the application of effective measures to prevent these adverse developments in the company. The study also found that without raising public awareness about the dangers of corruption and the need for its control, as well as the affirmation of the rights of citizens as a whole, it is not possible to effectively fight corruption. Concrete actions to fight corruption at the global level have been taken only in the last decade of the twentieth century and at various levels. Legislation in this area is contained in the documents of the EU, Greater Europe and the UN, and have binding on all members. EU documents prescribed protocol criminalization both active and passive corruption in the strict sense, and **instrumentalis** criminal legal intervention in corruption, which harms or is likely to harm the financial interests of the EU. Larger Europe prescribed documents relating to the criminal Law Convention on Corruption and Civil Law Convention on Corruption, corruption due to threats to democracy, human rights and the rule of law. **Thisvideo** EU legislation and Greater Europe, were accepted by the UN, and make it legally binding for all its members

Keywords: *Corruption, management, economy, sector, transition, control, rights, EU, Greater Europe, United Nations.*