

Setting Thomas Kuhn's Paradigm Shift against Dunning-Kruger Effect: To Whom Should the Paradigm Shift in a Corruption Endemic Nation as Ghana?

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Abstract:

Thomas Kuhn's 1962 "Paradigm Shift" on scientific revolutions is a concept heard of frequently from academics, politicians and the general public about how society could cause major overhaul in itself. The concept admonishes society to change its approaches by reviewing old systems or challenges, and inventing new ways of thinking, doing, and getting things done; for the greatest of outcomes and the greatest number of people. A paradigm shift could modify the observed anomalies that impede social progress, or disrupts innovations and achievements, by applying new modalities to how people work and live together to achieve the goals and aspirations of the society. Kuhn's Paradigm Shift requires evaluative know-how; self-awareness and limitations which connect it to the Dunning and Kruger Effect. David Dunning and Justin Kruger in 1999 posited that it takes competence (abilities, skill, knowledge) to discover incompetence and by extension, review the old approaches of doing things, in order to cause, perhaps, a paradigm shift. I decided to test both hypotheses together and assess whether, in an admittedly 'corruption endemic nation' like Ghana by available empirical findings; there could be a true overhaul of society through moral, ethical and professional modification of the behavior of the people? To whom and to what should the Paradigm shift, if the people do not accept that they are corrupt?

Keywords: Thomas Kuhn's Paradigm Shift; Dunning-Kruger Effect; Corruption Eradication; Moral and Ethical Norms; Professionalism; Human Security; Functioning; Ghana

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I. Introduction

Ghana is a nation of clock-watchers and afflicted with various forms of corruption (Akufo Addo, 05/01/2017). For example, in 1971, March 22, the then Prime Minister of Ghana, Dr. Busia said the most difficult task facing his administration was how to "eradicate bribery and corruption from the Ghanaian society". "Bribery and Corruption has eaten so deep into the very fabric of the society that when you put anybody in a position of trust, he or she uses that position to amass wealth" (Busia, 1971). This statement was made during the commissioning of a bridge over river Tano, eight miles from Sunyani (Sapanin and Danquah, 1971, Ghana New Times). Today, the nation's leadership including the Presidency, Judiciary and Parliament, is considered corrupt, and its people, from the lowest employee on the totem pole to the highest at the level of Chief Executive Officers of State corporations, Ministries, Departments and Agencies, are corrupt (Afrobarometer, 2022; CHRAJ, 2022; Transparency International, 2018). What is the nation going to do about it to redeem itself from potential implosion? Does Ghana need a Paradigm Shift in morality and professionalism? If it does, to whom should the shift go? Who among the population of Ghana are men and women of conscience that could lead the charge for change? I will endeavor to approach each of the issues raised with empirical data and analyses throughout this paper, but first, discussion of the data sources.

II. EVIDENCE BASED CORRUPTION AMONG CRITICAL NATIONAL ACTORS

For this narrative on corruption in Ghana, the study relied on reports produced by Afrobarometer and its local partners, Center for Democratic Development, (CDD) published in 2022 on critical actors and power brokers in Ghana. It also relied on the Ghana Corruption Survey of 2022 produced by the Commission on Human Rights and Administrative Justice, (CHRAJ) and its partners which measured the actual experiences and views of the respondents, dealing with critical Actors such as the Police, Judiciary and Legislatures. The CHRAJ study was undertaken with the United Nations Office on Drugs and Crime, (UNODC). Additional review was conducted from the U4 Anti-Corruption Resource Center of Transparency International that conducted the Overview of Corruption and Anti-Corruption of Ghana (Rahman et al., 2018). Relying on the outcome of these broad-based studies with credible national and international support and partners, together

with other grey literature, I assessed whether a Paradigm Shift is ever possible in Ghana's "corruption endemic" ecosystem, where the population could see the nation become less corrupt in perception and in actuality when a desired paradigm shift occurs. For a nation to be described as being "corruption endemic nation", at least a third or more of the population are to believe that most of their politicians, parliamentarians, (technocrats, bureaucrats, and those from accountable institutions and professions such as lawyers, accountants, judges, bankers) are corrupt (Transparency International, 2019; See: In whose interest: Political Integrity and Corruption in Africa). "Endemic" in this sense means the condition, that is to say, corrupt practices, are regularly found among the people of Ghana, or that corrupt practices are native to, or confined to, or widespread within a given ecosystem such as Ghana (Dictionary.com, n. d.). Corruption in this instance is presumed to be a social virus disease that spreads across generations through learned behavior and fallen moral values across board. In fact, as far as corruption in Continental Africa goes, it could be described as either a "social epidemic", or a disease that affects a large number of people within a community or population, or it could also be described as a pandemic, as in an epidemic that has spread or spreads over multiple countries or geographical areas (Intermountain Healthcare.org, 2020). The Afrobarometer surveys have been on-going for a considerable length of time since it launched its Round 1 study in 1999. Ghana appears to have participated in all, namely 1999; 2002; 2005; 2008; 2012; 2014; 2017; and 2019. In Round 9 of the series of Afrobarometer surveys, the reported outcome for each period with respect to Ghana's descent into corruption raises a wicked question as to whether the empirical collection of data on corruption even touches the fringes of both official and institutional corruption in Ghana.

III. ATTRIBUTES OF A CORRUPTION ENDEMIC NATION

The attributes of a corruption endemic nation, as a working concept, should show, among other indicators, incidence of corrupt practices in many major facets of social life. The systemic cheating starts from the Elementary Schools examinations such as Basic Certificate of Education, and WAECE for the Senior High Schools organized by the West African Examination Council as pre-university entrance examinations. It does not stop there but continues through to University examinations, including contract dissertation and thesis writing. Not even professional examinations are spared. Cheating happens during the Ghana Legal Council's examinations for admission to practice law in Ghana. This also occurs under the watchful eyes of Ghana Legal Council together with its Independent Examination Body's effort to stem out cheating. In July of 2022, the Ghana School of Law examination was cancelled after suspected leak and the students were not allowed to enter the examination halls wearing jackets on the suspicion that they may smuggle material into the halls (Kwaku Asare, personal Communications, 2022). The national ability for corrupt practices is extremely resilient and resistant against rational interventions. As a general observation, the corrupt practices of cheating in examinations occur under the watchful eyes of invigilators in the examination halls. When it comes to WAECE examinations, leakage of examinations questions before the particular module exams is given, occurs with regularity and speed (Obot, 1997; Ghana News Agency, 2000; Dzakadzie, 2015; Adamu, 2021). At the tertiary level, the practice of engaging third parties to write thesis and dissertations for Masters and PhD students, as previously intimated, is a common occurrence at the end of each academic year in Ghana in the nation's public and private universities. Another kind of wide-spread corrupt practice is age cheating. Age-Falsification in the Civil Service, Football, recruitment into the Security Forces, Pension and Retirement limits, are all nefarious attributes of the Ghanaian national culture (Norman, 2022). The types of corruption traverse professional commitments into the homes of the people. The average Ghanaian man feels entitled to have a girl-friend or a concubine aside of his marriage. Some maintain secondary homes with a set of children and wives, whether they were married in Church and swore to observe monogamy as the overriding principle of marriage (Norman, 2021). The conflation of these values appears to justify the nomenclature adopted by this paper to describe and sum up the deep reaches of corruption in Ghana as a "corruption endemic nation".

"Cheating on everything and on anything, whether it is done in football, school placement, job placement or even marriages is as common a phenomenon in Ghana and many nations in Africa as the air we breathe. Year in year out, the West African Examination Councils are bedeviled with leaked exam questions by Leaked Questions Contractors, assisted by secretive cohort of parents, who desire to obtain exam questions for their wards before the day of sitting. Such perpetrators pose as workers of the various Councils, gain access to exam questions and grab what they can to sell to students and their parents. A case in point is what occurred at the Tweneboah Kudah Senior High School, Ghana, in 2020. Some students went on demonstration for the right to cheat during examinations. Their grievance was ignited by their perception or experience that "the invigilators were too strict and would not allow them to exercise their self justified right to cheat, copy and help each other in the examination center" where they took their senior secondary school exams (Essandoh Jonah, 2021, Ghanaweb.com, accessed, 04/14/2022). In another case in 2021, a group of Final Year Distance Learning students at the Kumasi Campus of the University of Cape Coast rose up in demonstration against that august university on the allegation that, their examination questions for (Advance Financial Reporting II), among other

grievances, were too difficult for them to answer and the invigilators were too strict to allow them to cheat. They were preparing for the Bachelor of Commerce degree (Ghanaweb, news, 2021, accessed 4/14/2022; In Norman, 2022).

IV. CHALLENGES OF PARADIGM SHIFT IN CORRUPTION

Thomas Kuhn's scientific revolution treatise was, to put it simply, about how throughout history scientific thought has been characterized by shifts in Paradigm from the prevailing worldview to theories in the sciences and even methodologies (Stanford Encycl. Phil. 2018). That is to say, each epoch of scientific revolution is 'incommensurable' (cannot be measured with the same standard) with the previous era due to shifts in paradigm or scientific thought. Therefore, if one traverses the incommensurability theory a bit more, one could also state that the current spate of corruption everywhere in both official and mundane lives of the people of Ghana is, in and of itself, a paradigm shift from a period of isolated cases of corruption to this moment in the lives of the Ghanaian society. That, perhaps, no rationalization of corrupt practices which appears to have received the hallowed backing of society to the disadvantage of all of society, may also disappear by itself when the paradigm shifts again, since no one entity caused the canker of corruption into the moral and ethical landscape of Ghana today (Kuhn, 1962; Stanford Encycl. Phil. 2018). Or that, society should not ferret so much about corruption despite the damage it causes to everyone, since the incidence of corruption can be blamed on, perhaps, a cataclysmic paradigm shift in the overall morality of the people, an epoch of the disintegration of personal and community normative values, morality and ethics by forces greater than the will of the people.

Perhaps, the expression "Paradigm Shift" should not be used in the context of Ghana to address the desire to move away from corrupt practices, because it could simply be an evolutionary moral deviation from the established norms of society, which could be reversed at the commencement of the next shift in communitarian values. Corruption in Ghana does appear to be a binary complex issue, where the dynamics of society transform the population into periods of pristine consciousness devoid of corrupt practices. At this stage, the collective decides not to engage in corrupt practices, and then at another opportune time, when the population is tested, when there are general economic shocks and stresses, the collective makes the reversal in conscience to resume the engagement in corrupt practices. These shifts in the national moral compass may be instigated by the conduct of the leaderships in politics, religion; education; parenthood; and in social lives; and in the administration of the rule of law (Heritage Foundation, 2018; Mo Ibrahim Foundation, 2017). This author associates with the position that paradigms may shift or remain static due to the deliberate interventions of others, together with the general wave of change in community values within a given ecosystem and epoch, caused by the conflation of needs and aspirations of the collective. Morality is dynamic and changes over time, which may prompt us to be optimistic about the cessation of corrupt practices in Ghana (Beauchamp and Childress, 2005). Be as it may, these surveys and reports are the best evidence on corruption so far garnered by society, coupled with adjudicated cases in Court that also offer some amount of evidence on corruption. To accept the adjudicated court cases as sacrosanct, one has to discount the reality that not all the judges in Ghana are also corrupt, as the outcome of other studies and investigative undercover journalism and the current surveys point.

The overall impression and conclusion is that, corruption in Ghana is real and actual and not just a mere perceptive abstraction of some other person's reality but that of Ghanaians. On the strength of the established fact of corruption in Ghana, I posed the question whether the main actors in the respective bureaucracies and government machinery, who are often accused of being or found to be corrupt, should be the key drivers of the national determination and efforts towards the elimination of corruption? The entities often said to be corrupt but on whom society has to rely to lead the fight against financial malfeasance in the public space, include the Presidency, Ghana Police, Immigration, Judiciary, accountable institutions and professions such as Lawyers, Accountants, Public Office Holders under Articles 71; 78 and 79 of the 1992 Constitution of Ghana and the long list of subordinates such as Local Government personnel, Basic School Teachers and University Lecturers, Ghana Revenue Service, bureaucrats and the general Public Service personnel (CHRAJ Special Report, 2022; Afrobarometer #9, 2022; Braimah, 2016). It seems asking the same group of people tainted in multi-colors with corruption to oversee the transformative agenda to a more moral community of people of goodwill and patriotism, is like asking the devil to repent and accept the supremacy of God.

As previously indicated, corruption is a social virus disease, which has infested the moral fiber of the nation for a considerable length of time. Not only do the national leaders see corruption in Ghana as, perhaps, endemic developmental problem, because many in international finance and development also see Ghana in the same light. Recently, even foreign economists; financial experts and researchers among them, Professor Steve Hanke of George Town University, reported that, "even if the entire vaults of the World Bank, IMF and the Federal Reserve of the United States of America are given to the Akufo Addo government (July 2022), it won't save Ghana" from its current economic malaise. This statement was made following Ghana's July first request to the IMF for support of homegrown economic program of the same year. This request to the IMF is the 17th

since the commencement of constitutional and democratic rule. His assertion was based on the statement that, "they" (the government itself, and its government officials and their cronies) "will plunder it within days and go begging again". Prof. Hanke added that, "Ghana's problem is not the lack of money but the lack of common sense" (BBC Pigin, accessed, 05/07/2022, www.bbc.com).

Notice that Ghana is not the only nation that suffers from both official and institutional corruption. A recent study conducted in USA found that "nepotism is key to economic success", and that having friends that are rich trumps variables such as intelligence, training, and job opportunities for predicting income gain" or getting the coveted job ahead of the competition. This study examined over 72 million Americans to reach that outcome. The study reported that having friends that are rich and well-connected and capable of doing favors was "a better predictor of upward mobility than the number of jobs available, the rate of job growth, the overall employment rate, student math scores, rates of college graduation, average household income, and the proportion of people above the poverty line" (Alexander Denvers, Psychology Today.org, 2022).

V. THE EFFECT OF CORRUPTION ON HUMAN SECURITY

From studies and surveys conducted by institutions like Transparency International, local researchers, Controller and Accountant General's Offices and international entities such as the World Bank, African Development Bank, and International Monetary Fund, have also found corrupt practices in the various Health Services across the continent of Africa. In addition, the Social Insurance Trust funds, and national funds collected by Revenue Authorities, Customs and Excise Duties, various Ports and Harbors along the coast of Africa, from Accra to Mozambique, various nation Health Service' management of project funds earmarked for diseases such as HIV Aids, Malaria and other debilitating diseases, and so on, in nations such as Nigeria, Senegal, Kenya, South Africa and Ghana, have been found to have been illegally encroached upon by project administrators and fund managers (Ugaz, 2015; Norman and Aviisah, 2015, Norman et al., 2014; Mauro, 1998; Frimpong-Ansah, 1991). Despite this disturbing fact, almost all the nations in Sub-Saharan Africa and beyond have come to the realization that official or institutional corruption, pose real threat to ontological security and public health of the people. Although the various corrupt ministries, departments and agencies are aware that their continue participation in corrupt practices would delay achieving the 17 goals of SDGs, particularly goals #1 through #8, they seem to lack the moral and political will to stop themselves from undermining their own efforts (Klitgaard, 1998; Easterly, 2007). This realization is not only by national governments and local institutions, but by international and supranational entities, bilateral partners and donor nations as well as International Finance Corporations and investment promoters such as Bloomberg and Forbes (Beck, 2008; Abbink et al., 2002; Di Tella and Savedoff, 2001). Part of the concern against the widespread corrupt practices of official and institutional corruption is that, amplifies the disparities across employment, housing, education, the criminal justice system, healthcare delivery, and other determinants of health (World Bank, 1996, 1999). These negative outcomes feed into criminal activities, even radicalization of a section of the youth into violent extremism, and other social vices. When it comes to unemployment and the lack of opportunities for the youth, in Sub-Saharan Africa, youth unemployment is estimated to be approximately 296.9 million people aged 10-24. In nations like Ghana and Mozambique, 80% of youth are reported to be out of work, making it almost impossible to achieve the goals set in the SDGs, which undermines human security in a massive way (Oppenheimer & Spicer, 2011; Anaman, 2021).

The Human Development Report, HDR (1994: 13) brings into the international discourse and diplomacy the humanitarian values. The HDR warned tin 1995 that, "the world can never be at peace unless people have security in their daily lives. Future conflicts may often be within nations rather than between them-with their origins buried deep in growing socio-economic deprivation and disparities". The HDR articulated new dimensions of desired human security attributes. The new dimensions include economic security; food security; health security; environmental security; personal security; community security and political security. All of these dimensions point to the enhancement of personal security which aims at providing freedom from fear, from diseases, from want and from social exclusion. The Commission on Human Security defines it to be:

"...to protect the vital core of all human lives in ways that enhance human freedoms and human fulfillment. Human security means protecting fundamental freedoms – freedoms that are the essence of life. It means protecting people from critical (severe) and pervasive (widespread) threats and situations. It means suing social, environmental, economic, military and cultural systems that together give people the building blocks of survival, livelihood and dignity" (CHS: 2005: 4).

Although these values in human security were not prioritize at the beginning of the 20th Century, the international community saw that there was a big gap in the governance system which required a paradigm shift for egalitarian and equitable approaches. This awareness obtained by the international community does not get the same impetus or attention at the national levels of many of the nations of Sub-Saharan Africa.

VI. Analysis of Dunning-Kruger Effect in the Context of Evaluating Abilities, Skills, and Knowledge, (ASK) of Ghanaians

I will focus on the Dunning - Kruger Effect as I link it to Scientific Revolutions and Paradigm Shifts in assessing how traditionally the people of Ghana tend to perceive their abilities, skills and knowledge on vexing national issues or even on the selection of personnel for important national jobs. But before that, bear in mind that simpletons do not advance theories in science, except by serendipity, which does not happen too often. Thus, the use of the Dunning-Kruger Effect, a cognitive bias where people with low ability, expertise or experience in performing a given task may overestimate their ability or skill in doing that task; in comparison to Kuhn's Paradigm Shift. The Dunning-Kruger effect is a statistical artifact that allows for a valid basis for testing individual differences data (Dunning and Kruger, 1999). Dunning and Kruger thesis appears to sustain the underlying reasoning of Kuhn that revolutions in science or even in politics are not caused by feebleminded researchers or soldiers. It is often the result of hard work, knowledge of the phenomenon under consideration, skills and abilities as well as intense awareness that change is possible, that the old system might need improvements.

Dunning-Kruger Effect assumes that self-awareness and self-evaluation are critical axis for improving one's productivity and cause a paradigm shift towards greater efficiencies and optimization of skills and resources. In 1999, Justin Kruger and David Dunning conducted their experiment about how people, who are unskilled and unaware of their unskilled status, have difficulty in recognizing their own incompetence but rather assume inflated egos of self-assurance of how skillful they are. The main take-away from the Dunning-Kruger study is that, it takes competence (abilities, skill, and knowledge) to discover incompetence. For example, a case in point is the statement issued by the President of Ghana in the middle of the Covid-19 Pandemic to the people of Ghana, to show that Ghana was in control of the Pandemic. He did say at the height of the Covid-19 Pandemic and which was repeated recently that, "we know what to do to bring the economy back to life, but what we do not know is how to bring people back to life" (Akufo Addo, 27/3/2022). Although the speech was inspirational in the context of the economic reality confronting Ghana, it did not commensurate with Ghana's readiness and abilities to bring back its economy. Barely four months later, had the government of President Akufo Addo approached the IMF for financial assistance? Ghana's public debt alone is 78% of GDP or US\$55.1 billion as of March of 2022. In July, rating agencies Moody's; S&P and Fitch downgraded the country's sovereign risk scores, which has limited the nation's ability to borrow on the international capital markets to finance development (Acheampong, 2022). Obviously this is not a nation that knows how to run an economy, let alone to revamp it when it falls into doldrums as Ghana is now. Although the President's statement was a powerful one, it seemed to be more ostentatious than it was real. Here, one may venture to say, the government of Ghana was operating under the Dunning-Kruger effect by claiming superior abilities in handling the nation's economy, which it obviously did not have, particularly because the return to the IMF was the seventeenth time that Ghana has had to do so. In fact in May of 2022, the Finance Minister had publicly said that government "was confident in its homegrown solutions such as the e-levy in getting the economy to recover, and that seeking a bailout from the IMF is not an option" (Ken Ofori Atta, 2022; In Acheampong, 2022).

Sub-Saharan African nations as an empirically established perception; are reported to be corrupt, but also self-absorbed in inimical and unprofessional practices in official assignments and functions. At the highest levels of government, the bureaucracy, government leaders and retinue of cronies and appointees to state corporations and banks, engage in rent-seeking behaviors, in briberies and other white-collar crimes; such as money laundering. Corruption (the misuse of public office for private gain) in Sub-Saharan Africa is a major socio-economic burden on the population (Ugaz, 2015; Norman and Aviiisah, 2015; Frimpong-Ansah, 1991).

The vexing question is how does the Ghanaian society maneuver a paradigm shift to eliminate the corruption challenge, when Ghana does not appear to accept or appreciate the established fact that, it is a corruption endemic nation and at risk of undermining all the gains it may have made in the last several decades? How does society, irrespective of moral and ethical proclivities, cure the professional and other communities of workers of such inimical social ills? How can the presumed and reported corrupt bureaucracies, senior managers, directors and chief-directors, ministers, chief executive officers of public corporations and institutions, and even the Presidency, champion the expected changes against systemic corruption?

The entire continent of Africa, the entire nation of Ghana, appears to be in denial that the actors in the respective national economic systems, perhaps, are unwilling, or incapable of being moral when it comes to adherence to professionalism and business ethos (Van Rijckeghem and Weder, 2001; Adjetey, 2006; Mahmood, 2005). The short answer to these questions is that, the bureaucracies in the respective regions of Ghana seem to be operating under the 'Dunning-Kruger effect', with respect to compliance with anti-corrupt practices. They do not accept that indeed, they are corrupt and change is required. They, as a collective cabal, appear to rationalize that, whatever extraordinary gains, or receipts of cash or other things of material value they get on the side of their salaries is due them with a sense of entitlement. They seem not to be concerned with universal reality of

the fact that mal-administration results in poor foreign direct investments and recklessly engaged in cultural relativists thinking that foreigners do not understand them because they are Ghanaians (Rachels, 2002).

This appears to be counterintuitive, but the phenomenon of corrupt is not only observed among the bureaucracy. It also shows up in government appointments of, by all objective standards, unskilled persons to jobs to which they have no training and prior experience. Often times, such appointees are deemed by the appointing authority "to be qualified". Sometimes, the appointees deem themselves to be skilled and competent, even if in reality, they are not (Dunning and Kruger, 1999).

VI. SECTORAL CORRUPTION: GHANA POLICE SERVICE AS A CASE-STUDY

The literature on corruption appears to systematize the incidence of corruption into sectoral compartments. Some researchers cloak the phenomena of corruption in Africa with Exceptionalism that it is a complex subject. The conduct of corrupt personnel in a bureaucracy requires no particular difficulty to label as a simple crime of theft or embezzlement. Other researchers offer that corruption in African economies cannot be understood if the process of analysis is poorly focused. For example in the case of corruption among the Ghana Police, those researchers say that, since the police plays central roles in the criminal justice system, for example, the focus of the discussion should not be about police corruption and the effect on the criminal justice apparatus, but societal corruption. Politely, that kind of thinking is nothing more than highfalutin. Atuguba (2007:1) a national researcher offered that the "analysis for police corruption" whether it is displayed in the criminal justice system at the front-end or back-end in investigation, adjudication and sentencing of the accused or otherwise, is already biased and would skew the outcome. That is to say, the assessor of police corruption in general, may be compelled to focus solely on the police and ignore the conflation of actors that bear contributory burdens to the perception or reality. Others have offered that it is the lack of self-control on the part of the police, for example, from corrupt practices from within the Police Service, which makes it difficult for the police to fulfill its objective as a crime fighting and security promoting agency to the society in general, be it with the criminal justice system, the procurement industry or healthcare delivery system of Ghana (GSS, 2010; World Bank, 1996, 1999).

Again, using the Police Service for focus, some government agencies among them, the Ghana Auditing Service, appears to justify the reasons for corruption, for example, in the Police Service, more likely unintentionally, to be due to the lack of enabling welfare, absence of suitable housing, and other economic amenities that may have contributed to that professional malformation with the character and modus operandi of a considerable section of Ghana Police (GAS, 2008:5). By extension, agency analysis can be extrapolated to the rest of society since economic deprivation of the majority of the people of Ghana is both a real and an existential threat to the wellbeing of the population. Foltz and Opoku-Agyemang, (2016) saw corruption among the police to be a function of greed coupled with rent-seeking behaviours since, they postulated that the Ghana Police is reasonably, and nationally, well-paid. That economic theory argument suggests that given the salaries of the members of the Service, compared to other national institutions, the opposite should have happened. They surmised their reasoning thus, although the Police personnel enjoy nationally, a reasonably high level of salaries and allowances and should have made the force less susceptible to petty bribes (sometimes as little as US\$1.00 or less; particularly during ad hoc road blocks and traffic checks), they cannot help redeem themselves from such morally corrosive conduct (Rose-Ackerman, 2004; Van Rijckeghem & Weder, 2001, Le, V H, de Haan, Dietzenbacher, 2013; Foltz and Opoku-Agyemang, 2016). This seems to suggest that no matter how well-paid the majority of the population of Ghana are, corruption inspired by individual greed and lack of ethics and morality would continue to bedevil the nation, and thus, the continent (Soreida, Tostensen and Skage, 2012; Le, Haan, and Dietzenbacher, 2013).

VII. CONSIDERING CORRUPTION AS A CULTURAL RELATIVIST VALUE

Another group of researchers attribute the systemic corruption in, for example, Ghana, whether it is noted in the bureaucracy, university and other educational complexes or healthcare delivery system, to the lack of ethical relativist thinking and conduct on the part of the population. The population of Ghana, and in many parts of Africa, claim a cultural relativist position to corruption (Rachels, 2002). That, they subsist under a different moral code, which may not be compared to the rest of other societies or systems everywhere, because to do so, would be biased and skew the analyses and thus the outcome. The researchers advised that instead of adopting a cultural relativist ideation about corruption, the population should focus on ethical relativist approach (Norman and Aviisah, 2015; Brodeur 2007; Onyeozili, 2005; Rachels, 2002).

VIII. CONCLUSION TO LITERATURE REVIEW

The Transparency International together with the Ghana Integrity Initiative holds the view that corruption is a national disease, the etiology of which is in the culture and the ways of lives of the people. The

genesis of corruption in Ghana or Sub-Saharan Africa needs to be understood from the point of view of the population en mass. However, TI operates from the position that, it is not only the key actors in the economy, the bureaucracies and the government that could actually bring about systemic and lasting changes, but society in general since corruption is a social construct (Ugaz, 2015; Transparency International/CPI, 2020). Last but not the least, developing experiential appraisal framework for corruption in Africa is important, particularly in view of the African Free Trade Agreement designed to augment continental trade and opportunities in and across Africa (AU/Shaw et al., 2014; Ceschel, Hinna, & Homberg, 2022; Enact: Organized Crime Index, 2021). When it comes to doing business in Ghana and the broader Sub-Saharan African nations, or seeking statutory approval for certain functions from the respective national bureaucracies, it is empirically accepted that Ghana and Sub-Saharan Africa are corrupt ecosystems in which to operate. "Most nations in the world have incidences of corruption but in the case of Sub-Saharan Africa institutional and official corruption appears more systemic and intransigent" (Gockel, 1995). That is to say, in order to sustain a paradigm shift, the population ought to accept their corrupt status. The aim of this paper is to attempt to answer the vexing question of how society could expect a Paradigm Shift from the stock of people in Ghana, or in any other corrupt African nation for that matter, when it comes to the eradication of corrupt practices. This question is germane because society expects change from a people, who have been raised in a corruption endemic nation with moral values so much tainted by corrupt practices, which they are in denial to accept as their lot (Kuhn, 1962; Kruger & Dunning, 1999).

IX. Methods

i. PROCEDURE

This research consisted of literature review and content analyses of peer reviewed papers, grey literature, and government white papers on the themes under investigation. The author assumed the authenticity and the scientific rigor used for the analyses of the publications by Afrobarometer, Commission on Human Rights and Administrative Justice and others. The various legislations on anti-corrupt practices and improvements in procurement may have had variable degrees of effect, either positive or negative on the total perception of corruption and actual corruption incidence in the nation.

The author was not concerned with the methodology used in the papers reviewed, again because those papers are generally considered to have met the strictest of scientific rigor, but rather was concerned with analytically assessing the effects of corruption on any of the themes of this paper. Therefore, it was more useful to this exercise to test the effects of the roles the main actors play in either perpetuating corrupt practices or sustaining such practices once they are set in motion. Although there is a large cache of literature on the various facets of corruption on the Internet, admittedly, there is paucity of literature on the interface between the actors in the public space, in bureaucracies and government and the key drivers of the anti-corruption goals. In this respect, the authors conducted internet searches for peer reviewed papers and other literature on corruption in Ghana and Sub-Saharan Africa, opportunistic review of the existing laws, case studies, and those specifically identified to address any of the themes of this study.

The author used key words and phrases such as "*Paradigm Shift*"; "*Paradigm shit to whom?*"; "*Self-assessment of Competence*"; "*the causes of corruption in Ghana*"; "*the incidence of corruption reported in the Media*"; "*the social consequences of official corruption on ontological security of the population*"; "*how to eradicate corruption by the perceived perpetrators of corruption*"; "*innovations in eradication of official corruption in a nation in Africa*"; and "*exemplary nations in Sub-Saharan Africa in reducing corruption perception*". The author also searched the internet and other data bases such as Google Scholar and Hunari, including journals on management and economics for information, case studies and other research on the issue with carefully designed search combinations. The data was disaggregated into the respective themes for analyses and summarized the findings into their respective units, and interpreted them based upon the authors' skills, knowledge and specialization in policy and management and in public health in general.

ii. INCLUSION AND EXCLUSION CRITERIA FOR ASSESSMENT

The author adopted strict inclusion criteria for the papers reviewed for this article. This author also searched through newspapers for the period to assess reports of corrupt activities on embezzlement, misappropriation and other nefarious financial activities conducted by the professional classes in the public spaces. Some 80 publications were found that met the inclusion criteria out of over 200,000 articles, opinions, blogs, grey literature and policy documents. Each document was assigned an overall score and identified the position taken in the publication or report in relation to the objectives. Depending on its relationship to the topic, each was scored thus: 1 = Entirely Relevant (ER); 1/2 = Somewhat Relevant (SR); and 0 = Not Relevant at All, (NRaA) against descriptors such as (i) focus on question, (ii) literature review, (iii) depth of argument on corruption/professional class, white collar crime, procurement and healthcare delivery system, (iv) Overall Conclusion. These were rated and the papers that received scores above 2.5 out of 4 in this evaluation were further analyzed. The author summarized the findings into their respective units, and interpreted them based

upon his skills, knowledge and specialization in ethics, policy, sociology, public health and law. The author excluded papers and reports that addressed pedestrian corrupt practices such as Age-Cheating in the Civil Service and other Professions, advance fees for university and basic school placements, and crimes including petty crimes or even extreme crimes such as murder-for-hire. The author did not conduct epidemiological investigation into the incidence of both financial and official corruption, but focused only on the reported findings of research on the issue of corruption conducted by other institutions. Papers that dealt with professional ethics particularly those that did not address any combinations of the following: capacity, responsibility, autonomy, probity, accountability, transparency, respect, and beneficence on the national or international level were not included.

Testing and assessing the following effects would be conducted through case studies:

- a. The effect of official corruption on Paradigm Shift and the management of transformative agenda to a more moral, ethical and professional ethos.**
- b. The effect of corruption in the national procurement industry, using reported cases in that industry to assess the role of actors legally mandated to halt or reduce corrupt practices in the national supply chain of goods and services;**
- c. The effect of the national denial of corruption being a national, professional and individual person's problem and a challenge to morality and ethics on the eradication of corrupt practices in Ghana.**
- d. Assess the effect of the readiness of the youth to step in to accept the responsibility of leadership and to embrace the new paradigm of duty, service, responsibility, virtue, zero-tolerance for corruption and commitment to patriotism**

X. RESULTS AND DISCUSSION:

The results and discussion are based on case-study approach.

- a. Assess the effect of official corruption on Paradigm Shift and the management of transformative agenda to a more moral, ethical and professional ethos.**

In order for Ghana to deal effectively with a new social paradigm in changing the way and values of the people towards corrupt practices that undermine the progress of the nation in general, there has to be wholesale personal acceptance from the Presidency down to the lowest individual professionally speaking, of the fact that Ghana needs to make a change. Ghana needs to develop the modalities for everything that Ghana has been doing that has crystallized overtime into the current paradigm of corruption infested morality, ethics and professionalism. Corruption of leadership starts from thinking about just yourself, your cronies and your family. Leadership in Ghana, in Africa should be guarded by utilitarian principles, where the action or decision is meant to benefit the greatest number of the citizens of a given nation. Although there are operational challenges with respect to utilitarian based decisions, since it is difficult to know beforehand the consequential outcome of the action, or the difficulty in determining beforehand which cohort of the population needs to be taken care of first, it is still a valid public health approach in serving the interests of the public at large. No leader can predict the outcome of an action today, say, ten years down the line but if the decision is well-thought out and based on broad consultation and consensus, the chances that it would withstand critical review in the future, negates any fears of making the wrong decision now. After all, utilitarianism does not require of us a perfect world, a perfect decision making skill and a perfect distribution of the fruits of the nation among the people of the nation. It only requires of leaders and everyone, a reasonable degree of equity in the sharing of the national cake.

The word 'Paradigm' means a pattern of a phenomenon; an example or a model that may conform to society's expectation or norm. 'Kuhn used paradigm in the philosophy of science to refer to a particular thesis' about how scientific knowledge develops. He maintained that paradigms are simply puzzles or anomalies that needed to be solved through science, although he also claimed that the solutions for one scientific puzzle may not necessarily be measured or applied to solve another crisis when confidence is lost. For example, this paper is advocating for a different paradigm in the way social scientists approach the study of corruption and the means to solve or cure society of corruption. The same paper, for example, cannot be used to analysis or appraise specific institutional case of theft or embezzlement by the CEO or the Accountant. This is because no two or several scientific crises are the same. Scientific crisis may be "followed by a scientific revolution, if the existing paradigm is superseded by a rival" or novel approach. Due to this, he reasoned that scientific crisis guided by

one paradigm would be incommensurable with science or solutions developed under a different paradigm, since there is no common measure for assessing the different scientific theories or approaches (Stanford Encycl. Phil. 2018). Applying this theory to behavior modification towards the elimination or drastic reduction of the propensity of the population of Ghana for corrupt practices; for bribes; rent-seeking behaviors in their various walks of lives, provides two lenses for further review. The first review is historical. Historically, Ghana has been part of major assessment of ethics, probity, transparency and professionalism vis-à-vis anti-corrupt practices since 1999 (CDD, 2022).

As recently as 2018, Transparency International on the "Overview of Corruption and Anti-corruption", identified four main areas of corruption, which is similar to all the recommendations made by Afrobarometer and TI itself since the review process began in 1999. These are namely: (i). Widespread corruption exists in Ghana; (ii) Sectors worst affected by corruption include natural resource management, the judiciary and police; (iii) there is a need for an all-inclusive anti-corruption law; (iv) Courts are commonly perceived to be vulnerable to corruption; and (v) Prosecution of crime is often lengthy and people often turn to informal arbitrations. The findings have been consistent year in year out but not much appears to happen to redirect the course of history and the negative developments on morality, professionalism and accountability. In another study, the *Political Integrity and Corruption in Africa* study of 2019, TI interviewed 47,000 respondents in 35 countries across Africa and found that in Congo, DRC, 79% of the respondents believed "all or most parliamentarians were corrupt". In Gambia it was 15%, Gabon 71%, Nigeria 60% and in Ghana, in 2019, it was 32%, a figure which has risen to 53% in Ghana in 2022 (Transparency International, 2019; Afrobarometer, 2022). Today in July 2022, 49.8% of the respondents (who could themselves be assumed to be corrupt) think the office of President Akufo Addo and his staff are corrupt, with another cohort or 21.3% of the respondents saying "most" in the Presidency are corrupt, yielding a total of 70.9% of the respondents saying, one cannot trust the President and his men and women (Afrobarometer 2022 Survey, 2022).

In the case of the Parliamentarians, a total of 76% of the respondents said they are corrupt, while about 86.2% reported that the Civil Service is corrupt by combining the outcomes for "Some of them", "Most of them", and "All of them". One would have thought the Police and Judges would have been rated more charitably, but that is not the situation in Ghana. The Police Corruption aggregate was 89.4% while that of the Judges and magistrates was cumulatively 84.6% (Afrobarometer 2022 Survey, 2022). If key institutions in the nation are tainted with corruption, branded with corruption poster, then who manages the transformative agenda to take Ghana out of its current moral, ethical and professional malaise?

The second lens through which one may assess how the shift in paradigm could work is to look at the change managers. The paradigm for change recommended in 2019 by TI, coupled with similar recommendations made just this July by Afrobarometer in 2022, does not appear to have yielded the transformative change that the nation needs since 1999. Neither have the recent studies by both Afrobarometer and CHRAJ provided the needed Paradigm to shift from the corruption endemic status of Ghana to a more moral, ethical, and professional ethos or culture of doing, living, working, amassing wealth and functioning. This may be attributable to the fact that the leaders of Ghana, the Presidency, the Parliamentarians and the Judiciary do not intrinsically believe that they owe the people of Ghana a duty of care, and that they do not hold the Kantian philosophy of "Categorical Imperative" dear to their hearts and minds that, we are each others' keeper. As a general occurrence, the dynamics between elected Parliamentarians and the voters is that, there is a huge schism between those who voted for the same politicians and the voters even within the constituency of the same politicians. The population is seldom, if ever, consulted before the announcement and the initiation of development projects within their communities (Agren, Dahlberg and Mork, 2007). Although there are mechanisms for broad based constituency consultation before the commencement of development projects such as Town Hall meetings, or the more scientific approach of 'Deliberative Pooling', developed by a Stanford Professor of Politics, Dr. James Fishkin in 1988, these approaches are hardly ever employed. There is a deep-seated disconnect between the leaders of government and the population, a phenomenon which emerges literally several weeks after the swearing-in of a new Parliament. Normally in Ghana, this happens on the 6th of January after the year of general parliamentary and presidential elections. On January 7th when a new President is also sworn-in, and the appointment of new heads of public institutions occurs, the schism between the once accessible President, Ministers, CEOs and heads of public institutions, evolves into a gapping valley due to the installation of restrictions to access to these personalities. In many cases, those who worked hard for the new administration to win power, those who contributed money, organized meetings, provided venues and hospitality for political meetings prior to the election victory, are kicked to the back burners and sometimes they are kicked out of the kitchen completely (Adjetey, 2006; Beck, 2008; Engelbert, 2000; Keefer & Vlaicu, 1997). It appears there has never been a connection between the services rendered by a Parliamentarian to the nation by making laws in Parliament that are marginally enforced, and his or her constituency, which desires actual development projects and periodic face to face contact. The political leaders have a moral duty to respect the voters as kingmakers that put them in the positions of power and prominence. This is easier said than done,

since historically, the Presidents of Ghana and the Parliamentarians have not accepted the rationale that, they owe the people a duty of care (Lindberg, 2010). It would go a long way to make the Presidency, the Parliamentarians and the Judiciary more responsive to the people, if they were to demonstrate virtue and not what some of them do: reckless amorous dalliances with women that are of their daughters' ages; looting and sharing assets that belong to the nation and amassing wealth illegally through the award of contracts even at the highest levels of government and parliament for 10% reward (Ballantine, Guo and Larres, 2018).

Although none of the studies relied upon is strong on virtue and on ethics, it would probably not be a bad idea to assess the personal morality of a potential President 'ex ante' and 'post facto', his staff, the potential Parliamentarians and their staff, before the appointment of new judges and supreme court justices, before they are sworn-in. There have been men of questionable moral characters that have been nominated, even vetted and elevated to the high Courts and the Supreme Court, men of deep moral decay, which could have been avoided if there was a critical review of their conducts before becoming judges, ministers or even parliamentarians (Bond, 2006). It would be a good start for the Parliamentary Vetting Committees to determine whether those who cheat on their spouses, also have the facility to teach and illegally amass wealth from the State coffers, if those Parliamentarians on the Vetting Committees are not themselves so much cloaked in moral turpitude. And because they appear to be, they seldom consider moral standards as part of the vetting process (Ballantine, MaCourt et al., 2014; Ballantine, Guo and Larres, 2018). Such pre-confirmation investigation is essential because, it is morally impossible to find a man, a woman who cheats on her or his spouse, who is also not corrupt in many ways than the mere indulgence in adultery due to the carry over effect of marital dishonesty on the professional workplace dishonest behaviors (Feyisa Mulisa and Asrat Dereb Ebessa, 2021; Cochran, 2004; Butler, 1994).

b. Discuss the effect of corruption in the national procurement industry, using reported cases in that industry to assess the role of actors legally mandated to halt or reduce corrupt practices in the national supply chain of goods and services

There was a time the national procurement industry appeared to be run as the center of excellence for over-invoicing and under-invoicing for public competitive tender. Today, The Public Procurement Act of 2003 (Act 663) is considered to be a weak piece of legislation even in the procurement of books for university libraries, let alone the procurement of technical services for major infrastructure development and that, it is in dire need of revision, due to low accountability, low skills among procurement staff and so on (Etse & Sakyi Boateng, 2016). The Procurement Authority is cloaked with an indelible perception that, the Authority is corrupt and run by probably, corrupt operatives since the discovery of its CEO in criminality at the Authority under the current political regime. In order to answer the question if Ghana has the men and women to drive the transformative agenda of moving the nation from being a corruption endemic nation to saner, more pragmatic paradigm, one has to identify the change managers who would lead the charge. For example, recently it was found that the CEO of the Public Procurement Authority, who was appointed to weed out corrupt practices in the public procurement system, had himself set up companies to bid for tenders in public procurement. The fact that 'conflict of interests' and "insider dealing" issues were implicated in his scheme was of no importance to him. This kind of situation goes beyond having the necessary skills, abilities and knowledge to provide optimal services. Every professional responsibility comes with its own demands for conscience, virtue and morality. The CEO apparently is a well-seasoned procurement expert. So what went wrong? He was well aware that other members of the Procurement Board were in his pocket, literally. He was apparently so successful in this criminal enterprise, when an undercover journalist uncovered his shenanigans, which was certainly perpetrated with the acquiescence of some members of the Procurement Board; he had various large sums of money in dollars and Euros in his bank accounts totaling GHS 14.8 million or (USD \$2 million) in 2017 (Special Prosecutor, 2017). In August of 2019, the CEO was suspended from office and later on terminated of his job (Africanews.com, 2019). Prosecution of this case is still on-going as at the time of preparing this paper in July-August of 2022. Although this is only one example that has been uncovered, it cannot be discounted as insignificant. Perhaps, similar developments have occurred or are occurring in other offices in the public space but which have not been discovered yet as recent developments have shown. For example, the Minority in Parliament raised red flags over a Bulk Oil Storage and Transportation Co., Ltd, (BOST) contract for the construction of a single unit tower originally estimated at US\$ 39 million as being inflated 100% over the original invoice, but approved by the Public Procurement Authority at US\$ 78 million for the same single unit tower, although the new price could build a twin tower (Citinews, 2022).

If there is going to be transformative change, it has to be led by a group of men and women who are nationals with conscience. The difficulty here is that, those nationals have all been raised either socially or professionally in the Ghanaian cultural milieu which is infused with both systemic and individual corruption. The fall back on the anti-corruption charge could have been the Ghana Police, buttressed by the Judiciary but both of these institutions, once revered as the national watch dogs, are no longer socially respected (Mahmood,

2005; Bond, 2006). Both the judiciary and the police are relegated to a lower status in the minds of many observers and users of both judicial and police services, due to incidence of rampant corruption among a section of the Police (Norman, Aviiisah et al., 2017). Among the judiciary, there is also the general perception; and in some cases; actual recorded cases of judiciary corruption (Bond, 2006; Gloppen, 2014; Amankwah, Bonsu and White, 2016; Afrobarometer, 2022). As it is today, only about 15% of the national population believes that judges can be trusted. This is not a good environment to effect change of the status quo.

c. Assess the effect of the national denial of corruption being a national, professional and individual person's problem and a challenge to personal morality and ethics on the eradication of corrupt practices in Ghana

The release of the outcome of the Afrobarometer survey in July of 2022, caused a lot of discomfort in many Ministries, Agencies and Departments, more so because many of these units do not openly accept that those units are corrupt. A case in point is the reaction of the leader of the Ghana Police to the Afrobarometer Survey. The IGP of the Ghana Police wrote a five page letter protesting why the Survey focused on the Police and labeled the Police as corrupt, but conveniently ignored, perhaps, other institutions similarly situated in the corruption canker (Dampare, 2022). The IGP assertion attacked the very methodology used in the data analysis of the Survey. He stated that, "our discomfort ... is the use of selective ranking methodology to project the outcomes in a manner that puts an unfair focus on the Police Service with all the others in your corruption index escaping public scrutiny" and that, the report was probably influenced by "*a historical pervasive stereotyping of the Police Service*" (Dampare, 2022). The Afrobarometer Survey reported that 32% of the respondents said "some" Police are corrupt, but 31.5% said "most" are corrupt with another 25.9% agreeing that "all of them" are corrupt. Cumulatively, when one adds those who said "some of them" plus "most of them, and "all of them" yield a total of 89.4% who consider the police corrupt. This means out of ten people, only 1 person thinks he/she can trust the Police. The "Trust Index" indicator was not only conducted for the Ghana Police. It was conducted also for the President and the Officials in his office, Members of Parliament, Civil Service, Assembly men and women, Judges and magistrates, Traditional Leaders and Religious Leaders. It was therefore disingenuous it seems, for the IGP of Ghana Police to condemn the report as "*a historical pervasive stereotyping of the Police Service*".

From the point of view of this paper, what the response of the IGP shows to this largely accepted as credible study, with dispassionate analyses devoid of partisanship, is a clear case of denial of the material fact that; Ghana Police Service is corrupt. He attempted to succeed in discounting the Survey outcome which has largely backfired on the Police, through what I term his "Born Again Hypothesis" of the IGP. The response to the Afrobarometer Survey could have been done to continue the apparent professional delusional plea by the IGP to the people of Ghana in February 21st, 2022 that the Ghana Police has repented from accepting bribes, extorting money and engaging in other criminal activities. The IGP pled that:

"(We) are pleading with you (Ghanaian Public) to let go off our past and let us be. We understand we lost your trust, we lost your confidence and your respect, but we are going to bring them back. So please, don't continue to judge us by our past and by extension even insult us because this is the police we have as a nation".

"So bear with us and encourage us because if you have a child, and don't speak good about the child, the child will not turn out to be good. So irrespective of how painful our past historical issues have been, if you want to be biblical, then I will say we have been born again" (Akufo Dampare, IGP, Ghana Police, 2/21/2022; DailyGuideNetwork.com; 3news.com).

Not only did the religious supplication of the IGP entreating the Ghanaian public for forgiveness appear hollow and ill-fitting, an approach which a consummate professional may not take, it denied that the police are *still* corrupt. The 'Born Again Hypothesis' advanced by the IGP, and tainted by religiosity, reflected in his response to the Survey outcome that negatively affected the image and integrity of the Ghana Police. It was a defence of two units, the Ghana Police Service and the IGP's 'Born Again Hypothesis', without submitting any prove that in fact, there is a transformation in the Ghana Police where corruption has been eliminated.

The Afrobarometer and CHRAJ studies was not the first time a study established that the overwhelming perception of the people of Ghana about the Ghana Police shows that the Ghana Police is, in fact, corrupt. In a 2017 study lead by this author as Principal Investigator, where we assessed the "Incidence of Money Collected by the Ghana Police from Drivers during Routine Traffic Stops and Ad hoc Road Blocks", we found damning evidence that supported the research question that: In 80% of the time during encounters with drivers, the Ghana Police engages in active intimidation of drivers, extract and demands for money from drivers of all classifications for cause and without cause. The traffic Police conducts these activities in the most blatant and public manner without fear of reprimand, sanctions or condemnation from the government, the law, the Police Council or the operational superiors of the rank and file. These activities which, undoubtedly contributes to the lessening of respect for the profession, the rule of law, and the general public belief that justice in Ghana

correlates to the size of expenditure to bribe law enforcement operatives, continues up till this day in 2022. Road traffic corruption undermines road safety programs, national efforts to reduce money laundering or cross-border movement of terrorists and narcotics drug smuggling cells (Norman et al., 2017).

d. Assess the effect of the readiness of the youth to step in to accept the responsibility of leadership and to embrace the new paradigm of duty, service, responsibility, virtue, zero-tolerance for corruption and commitment to patriotism

In the western industrialized nation, a youth is someone between ages 15 and 24 years. The World Health Organization, WHO defines the youth as someone between 15 and 24, but in Ghana and a few other African nations, the youth range in age from 18 to 35 years and in others between 15 and 29 years or between 15 and 24 (World Youth Report, 2018; UN.org, Africa's Youth: a "ticking time bomb" or an opportunity, 2018). Pew Research Center defines millennials as those born between 1981 and 1996, and Gen Zers as those born in 1997 onwards (Pew Research Center, 2019). If the youth of Ghana are ready and willing to step into the shoes of their supposedly more corrupt adult parents, relatives, elders, their current choices in life, their commitment to duty and their active participation in their own lives, should have been self-evident in the lives of the youth of today. Their desire to do any job, no matter how menial, to gain money for them-selves would also have been part of the general appreciation of the youth of today in Ghana. They would have aspired not only to gain employment in white collar jobs and in the government bureaucracy but in technical and vocational opportunities as well. In many of the nation's graduate programs, there are many of the youth pursuing various masters' degree programs who simply want to gain the degree certificate without doing the work involved. In some graduate schools, the completion rate of all masters' degree students is about 45% of a given cohort and that the number appears to swell up at graduations due to the addition of those that have spent more years in pursuing their various programs beyond the twelve or eighteen months durations. It is also suspected, though there is no empirical data to support the assertion that as much as 70% of masters degree students' dissertations and thesis are written for them by contractors at hefty sums of money. This obviously is the hallmark of academic dishonesty, but it does not appear to deter the authorities in charge of tertiary education or the citizens.

In an unrelated study to those that cheat, which was conducted to tease out the number of PhD students that graduated out of the University of Cape Coast between 2010/2011 and 2014/2015 academic years, of the total number of 517 students for that period, only 38 PhDs or 7.4% graduated within five years in normal time. The rest took varying number of years to complete their studies which in some cases went into the seventh years (Nyagome & Milledzi, 2020). Some of the reasons for the delay in completing the work for PhD are assigned to the lack of support from academic advisors of the advisees, although in most cases, the advisors see the problem of tardiness as coming from the student. No matter the reasons for their tardiness, such conduct does not show a generation that is willing and ready to perform critical tasks in an organization, solve operational problems and challenges with minimal supervision and independent initiative.

From big Asian economies such as that of China to Singapore and in elsewhere through the Western Industrial nations, "the attitudes of the millennials and Generation Zers workers towards work have emerged as perennial sticking point among employers, with some saying that the younger generation is not motivated to work hard and is too choosy". This is notwithstanding the fact that there are significant numbers of the youth who still want to work hard, and learn new things the hard way (Neubronner, 2016). In Ghana, the youth complain that there are no jobs, but many beachfront hotels and even inner city five and four star hotels struggle to recruit new workers for jobs like waitressing, bar man, or housekeeping, and back office work such as book-keeping and administrative work because the youth are simply not interested in such jobs. Despite their disinterest in menial jobs in Ghana, they willingly travel to the Middle East and other places to work as house girls and boys, and as gardeners and street cleaners, only to be subjected to, sometimes, inhumane treatment (Apekey, et al., 2018). The experiences of some of the youth in the Middle East were so bad that the government of Ghana banned the recruitment of workers to the Middle East in June of 2017 (www.Africanews.org). Those that have first degrees but with no work experiences demand salaries and flexible work schedules as if they are indispensable to the company that wants to hire them. In many of the urban areas the younger generation, whose immediate pre-occupation may not be about getting married due to economic bar to the women and men of their dreams, but who are actively looking for jobs, still live with their parents or relatives and look for any opportunity that would make them rich or wealthy (Ghana 2021 Population and Census Report, GSS, 2021). All of such expectations and conflict are understandable considering the burden of life imposed on everyone, but most biting on the youth in just about every nation post Covid-19 Pandemic. Although some social commentators believe that young people desire to do well in their career or business and live a good lives, the path ahead they confront isn't always easy due to the high cost of living, low income rates or the lack of employment security (Neubronner, 2016).

XI. CONCLUSION AND RECOMMENDATIONS

Ghana needs a paradigm shift, but what is puzzling is the kind of a paradigm or the extent of the shift that would be desirable or pragmatic to the Ghanaian situation. It seems Ghana lacks the men and women of conscience to lead in any true transformative agenda because the human stock of Ghanaians have been infused with negative communitarian values built on consequentialist' expectations without the need to assess the implications on society as a whole. To this extent, Kuhn's Paradigm Shift idea would not work well, since for the shift to occur, there ought to be capable guardians to steer the system to the anticipated outcome. Although astute thinkers about the national malaise and chronic corruption and underdevelopment reckon that Ghana does not have the men and women to lead the charge towards a true transformative regime, it appears a large proportion of the nationals do not see the blatant absence of the men of conscience and of competence. Dunning-Kruger Effect appears to be at work in Ghana when it comes to introspective evaluation of the collective national skills-sets and to which ends those skills-sets can be matched and optimized. Permit these observations also that, despite the high marks accorded to the integrity of both anti-corruption studies, that of Afrobarometer and CHRAJ and the partners, it is also fair to say that both studies are woefully inadequate in prescribing concrete ways and means to change the status quo and to cause the "scientific revolution" advocated by Thomas Kuhn in 1962 for real paradigm shift to occur. Those reports on corruption over the years in Ghana have been fantastic statistical tools for shaming the leaders of government, a celebration of the confirmation of the hunches the people have had about the criminal elements in our public institutions and a call for paradigm shift in our governance system. But these studies do not contribute real value in the ethical and moral approximation of how the leaders and the public should live, work, and behave. They tend to be historical in nature, but not prospective and therefore missing the opportunity to cause real meaningful changes to the national ethos before the corruption happens. It should be a standard demand to be made by the media that, for example, a man with sidekick beside his spouse should not be allowed to become President, a Minister or a Judge, because he will bring his immoral conduct at home, and even his misogynistic tendencies towards women, his flair for objectifying women at the work place, for wanting to sleep with women who work under him, including women CEOs or Parliamentarians, simply because they are in his proximity of power to the Presidency, or Ministry, or the Corporate Board room. In fact, a major weakness of these periodic and essential studies on money is that, they often do not assess hostile work places, which may be more inimical to human security than outright financial shenanigans. There has been no transformative approach or paradigm articulated by these studies and reports, although a long list of wrongs and unacceptable conduct has been isolated and show-cased with respect to governance and management of money. There is the need to go beyond the bi-annual fest of documenting the series of money related corrupt practices to saner, more pragmatic paradigm where real transformative change could be pursued in critical dimensions of human security, but with whom?

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