

[Get started](#)[Open in app](#)[About](#)[Follow](#)

Nepotism is Ancient but it is Lethal and Systemic

 [thobias sarbunan](#) 10 hours ago · 5 min read

Thobias Sarbunan

INSTITUT AGAMA KRISTEN NEGERI AMBON/INDONESIA

ORCID

[Edit description](#)

[orcid.org](#)

t.sarbunan@iaknambon.ac.id

6 November 2021

Despite the fact that a good organization theoretically has a fluctuation trend line, bias and conflict of interest are only a few of the numerous unforeseeable explanations. These authors claimed that university administrators' judgments and critical movements had such systematic influence, and if they behaved subjectively, it would result in an unstable workplace, including teaching and learning growth (Balyer & zvural, 2021). This dreadful system predicated on the first staff induction program was fully devoid of irresponsible power (Jabunnesa & Islam, 2021), since it was in accordance with the

increasing of obstructing as described as nepotism (KAUSHAL et al., 2021). Furthermore, the formation of a code, ethics, function, principle, or law does not imply whether a stakeholder is not guilty of misconduct (Ene et al., 2021). Hot news about nepotism is hunted on a regular basis, yet because of this, that violation cannot easily be noted publicly (Schuetze, 2021; p. 86). Furthermore, this study provides substantial evidence demonstrating how the provenance setting is a significant effect on the rise of nepotism, which is subsequently followed by massive favour (Ufuoma & Ngozi, 2021, p. 31). While it is difficult to pinpoint the characteristic that caused nepotism in this study, the author stated that relative is the factor that contributed the utmost to such inequity in workplace growth, followed by compassion and superiority (Ignatowski et al., 2021, p. 13). The other consequence of nepotism is highlighted throughout the educational sector, with evidence of nepotism committed due to decreased student literacy and for national affairs, yielding an unstable system (Perez-Alvarez & Strulik, 2021). Furthermore, evidence suggests that some scientists overused the plan while doing research on migrant management in one of Africa's countries (Mwampamba et al., 2021). As a result, one of the ways to win nepotism in a convenient twist, according to this research of a South Korean family, the clean manoeuvre is settled down from generation to generation to create and maintain wisdom efforts to take over those opportunities in the marketplace, such as how to strengthen a rich company (Jeong et al., 2021). However, politics is an overwhelming infiltration that negatively affects society and even the nation, and the worst part is that norms also might be disregarded (Ghiațău, 2021). Policy will also be unbalanced (Awodiji, 2021). An example of policy subjectivity in relation to capital income (Kenny & Fluck, 2021). The conspiracy theory of money and power in the public system is now having a blow consequence on all sectors, dragging society into anarchy (Jacob et al., 2021). One of the harmful characteristics harnessed by a single player is a policy monopoly that influences different configurations of higher education programs. As a result, as an academic, including a researcher in a university context, professionals might also inevitably experience a negative attitude to such risky conduct. As a result, the progressive consequence of science and research immersion is tricky task toward development, because power is sanctioned throughout the whole of the process (Broström et al., 2021). Interestingly, the reality of subjectivity is not only noticeable in questions regarding centralization; compared to the next study, identified decentralization toward world class universities was thought frustrating by distinctive parts of Indonesia (Muslim et al., 2021). This study demonstrated both centralization and decentralization using

complex evidence; these researchers have brought attention to the policy futility of world-class university growth because it is obstructed by the ambitions of both government and university authorities (Wali et al., 2021). An even worse findings revealed that corrupt personnel used the monitoring unit to mistreat the workforce (Nwosu et al., 2021). Furthermore, in light of the issue of educational nepotism's distinct orientations, it is clear that nepotism is considerably inhibited by the role and persona of the leader, which have been the predominant factors and the hell that already influenced the primitive system and progress (Abdelrahman, 2021).

Reference

Abdelrahman, R. A. S. (2021). Administrative Leaders and Their Role in Bringing About Development and Organizational Change in Universities (Northern Border University Case Study). *International Journal of Computer Science & Network Security*, 21(9), 67–78. <https://doi.org/10.22937/IJCSNS.2021.21.9.8>

Awodiji, O. A. (2021). STAFF DEVELOPMENT POLICY IMPLIMENTATION: IMPLICATIONS FOR UNIVERSITY ADMINISTRATION IN NIGERIA. *UNIZIK Journal of Educational Research and Policy Studies*, 5(2021), 315–345. <https://www.unijerps.org/index.php/unijerps/article/view/109>

Balyer, A., & Özvural, D. (2021). Establishment and Challenges of Research Universities in Turkey. *Psycho-Educational Research Reviews*, 10(2), 92–105. <https://eric.ed.gov/?id=EJ1311608>

Broström, A., Buenstorf, G., & McKelvey, M. (2021). The knowledge economy, innovation and the new challenges to universities: introduction to the special issue. *Innovation*, 23(2), 1–18. <https://doi.org/10.1080/14479338.2020.1825090>

Ene, F. N., Mogboh, V. E., & Uche, V. N. (2021). Repositioning Ethics and Values Education in Nigerian Universities for a Corruption-Free Society: Perception off Lecturers. *Nigerian Journal of Curriculum Studies*, 27(4), 135–144. <https://journals.ezenwaohaetorc.org/index.php/NJCS/article/view/1792>

Ghiațău, R. M. (2021). Fighting Academic Dishonesty in Romanian Universities: Lessons from International Research. *International Perspectives on Education and Society*, 40, 329–343. <https://doi.org/10.1108/s1479-367920210000040018>

Ignatowski, G., Sułkowski, Ł., & Stopczyński, B. (2021). Risk of Increased Acceptance for Organizational Nepotism and Cronyism during the COVID-19 Pandemic. *Risks*, 9(4), 59. <https://doi.org/10.3390/risks9040059>

Jabunnesa, J., & Islam, M. D. A. (2021). Recruitment framework of academic staff as institutional process at public universities in Bangladesh. *PROCEEDINGS of 8TH INTERNATIONAL CONFERENCE on ADVANCED MATERIALS ENGINEERING & TECHNOLOGY (ICAMET 2020)*, 2347(1). <https://doi.org/10.1063/5.0051988>

Jacob, O. N., Josiah, H. F., & Solomon, A. T. (2021). EFFECTS OF CORRUPTION ON PUBLIC UNIVERSITIES ADMINISTRATION IN NIGERIA. *Emergent: Journal of Educational Discoveries and Lifelong Learning (EJEDL)*, 2(07), 5–18. <https://doi.org/10.17605/OSF.IO/B2DSR>

Jeong, S.-H., Kim, H., & Kim, H. (2021). Strategic Nepotism in Family Director Appointments: Evidence from Family Business Groups in South Korea. *Academy of Management Journal*. <https://doi.org/10.5465/amj.2018.1418>

KAUSHAL, N., Ghalawat, S., & Kaurav, R. P. (2021). Nepotism Concept Evaluation: A Systematic Review and Bibliometric Analysis. *Library Philosophy and Practice (E-Journal)*, 1–27. <https://digitalcommons.unl.edu/libphilprac/4896/>

Kenny, J., & Fluck, A. E. (2021). Emerging principles for the allocation of academic work in universities. *Higher Education*. <https://doi.org/10.1007/s10734-021-00747-y>

Muslim, A. Q., Muttaqin, A., Aziz, A. L., Putri, D. M. S., & Sabila, A. I. (2021). The Twists and Turns of State Universities with Legal Entity Status (PTN-BH) as a Form of Decentralization of Higher Education in Indonesia. *Proceedings of the 3rd Annual International Conference on Public and Business Administration (AICoBPA 2020)*, 509–515. <https://doi.org/10.2991/aebmr.k.210928.097>

Mwampamba, T. H., Egoh, B. N., Borokini, I., & Njabo, K. (2021). Challenges encountered when doing research back home: Perspectives from African conservation scientists in the diaspora. *Conservation Science and Practice*. <https://doi.org/10.1111/csp2.564>

Nwosu, I. A., Ohuruogu, B., Ekpechu, J. O. A., Okoronkwo, E., Chukwu, C. O., Obi, C. F., & Ofoegbu, F. C. (2021). Structured Supervision Propelling Job Performance in Universities: Achieving Goals without Chains. *SAGE Open*, 11(4), 1–11.

<https://doi.org/10.1177/21582440211050375>

Perez-Alvarez, M., & Strulik, H. (2021). Nepotism, human capital and economic development. *Journal of Economic Behavior & Organization*, 181, 211–240.

<https://doi.org/10.1016/j.jebo.2020.11.034>

Schuetze, H. G. (2021). Book review of “Corruption in Higher Education: Global Challenges and Responses” [Review of *Corruption in Higher Education: Global Challenges and Responses.*, by D.-S. Elena]. *Canadian Journal of Higher Education*, 51(2), 85–86. <https://doi.org/10.47678/cjhe.vi0.189247>

Ufuoma, E., & Ngozi, O. V. (2021). Planning and Advertisement Procedure Used For Recruitment of Librarians in Federal Universities Libraries in South-South, Nigeria. *Library Progress (International)*, 41(1), 26–33. <https://doi.org/10.5958/2320-317x.2021.00004.0>

Wali, A. F., Atswenbuma, A., Amangala, E. A., & Nkpurukwe, O. I. (2021). Marketization of Public Universities: Lessons from a Developing Economy. *Business Perspectives and Research*. <https://doi.org/10.1177/22785337211021562>

Get an email whenever thobias sarbunan publishes.

<https://orcid.org/0000-0001-8236-370X> I am really pleasure to see you on air, and this is my mail thomascrown447@aol.com

Your email

Subscribe

By signing up, you will create a Medium account if you don't already have one. Review our [Privacy Policy](#) for more information about our privacy practices.

[About](#) [Write](#) [Help](#) [Legal](#)

Get the Medium app

