

**Analysis of Factors Affecting the Prevention of
Money Laundering for the Financial
Administrative Apparatus in Iraq**

تحليل العوامل المؤثرة في منع غسل الأموال للجهاز

الإداري المالي في العراق



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Abstract

Research aims to poll the reality of money laundering prevention measures available, the use of its components (reasons to circulate, functions indicators, supervisory role, and obstacles), diagnosis the role of combat stages of money laundering and the dimensions of (placement, layering and integration). The study sample included (57) people from academic disciplines relevant to, leaderships of managerial, management monitors compliance in banks.

The results showed that the means of money laundering dramatically spread in Iraq, which reached to the rate of 85%. The most important sources are oil smuggling, projects phantom reconstruction, kidnapping and extortion gangs, as well the lack of significant effect of the elements of the prevention of money laundering on spread in (supervisory role, obstacles, and indications). The (integration) is ranked the first, followed by (layering and placement), respectively.

Research recommends the activation the law role and regulations in order to prevent money laundering, and put deterrent penalties for law-breakers, as well as financial and moral incentives to employees, especially monitors compliance, strategic planning for a long-range, and depending on modern advanced right style methods of control disclosed training method.

Key words: Factors Affecting the Prevention of Money Laundering, Financial Administrative Apparatus in Iraq.

المستخلص

يهدف البحث الى أستطلاع واقع النظام المالي ، ، ومدى توافر وأستخدام عناصر منع غسل الأموال (أسباب الانتشار، والمؤشرات الدالة، الدور الرقابي، المعوقات) في العراق، تحديد دور أبعاد مراحل غسل الاموال والمتمثلة (التوظيف ، الخلط أو التغطية ، الاندماج) في محاولة اصفاء الشرعية على المال الحرام. شملت عينة الدراسة (57) شخصا من التخصصات الأكاديمية ذات الصلة، والقيادات الإدارية، ورقابة الامتثال في البنوك.

أظهرت النتائج الى أنتشار وسائل غسل الأموال بشكل كبير في العراق، أذ بلغت النسبة 85 %، وأهم مصادره هو تهريب النفط، المشاريع الوهمية لاعادة الاعمار، عصابات الخطف والابتزاز ،كما أظهرت النتائج الى عدم تأثير معنوي في عناصر منع من غسل الأموال على انتشاره المتمثلة في (الدور الرقابي، والعقبات، والمؤشرات الدالة). وجاء (التكامل) في المرتبة الأولى، تليها (الخلط والتوظيف) على التوالي.

يوصي البحث تفعيل دور القانون والوائح في منع غسل الأموال، ووضع عقوبات رادعة للخارجين على القانون. وكذلك منح الحوافز المالية والمعنوية للعاملين، خصوصا الى مراقبي الامتثال، ويعتمد ذلك على التخطيط الاستراتيجي للمدى الطويل، وتبني أسلوب التدريب الحديث المناسب للنمط الحديث والمتطورة في مكافحة غسل الأموال.

مفتاح الكلمات: العوامل المؤثرة على منع غسل الأموال، الجهاز الإداري المالي في العراق

Introduction

Money laundering and financing of terrorism are global problems that not only threaten security but also jeopardizing stability, transparency and efficiency of government systems, thus undermining economic prosperity (Quirk,1997:7-9);(Barrett,1997:12-42);(Paradise,1998:229-44.); (Masciandaro & Portolano, 2003: 311-340). The existence of a money laundering market is, a well-recognized threat to the stability of the legitimate economy. So much so, in fact, those European legislators have suggested that the presence of a money laundering market threatens to “shake the very foundations of society”. Money laundering acts as a multiplier for crime, corruption, bribery and terrorism, and so comes at a significant total cost to society.. Money laundering is a complex highly-intelligent crime, which is of severe danger to the society (Bonnie, 2005: 435 – 452).

The increasing concern on the catastrophic impact of money laundering and terrorist financing have influences many international communities to put great efforts to ensure that their organization complies with the Financial Action Task Force (FATF) recommendations. FATF requires some measures to be taken by the international communities such as the AML legislation, setting up Financial Intelligence Unit (FIU). These communities focus on information disclosure and transparency in financial institutions and establish international co-operation and information sharing systems to combat, detect, investigate and prosecute suspicious money laundering and terrorist financing transactions (FATF, 2004:147-154) in realizing the disastrous effect of money laundering and terrorist financing activities to the country's economy.

This research focus on the study of factors affecting spread money laundering, classified into internal factors which are managerial process and managerial available resources used in the financial administrative apparatus, and external factors specifically to the external which is environment represented by: political, legal law, economic, social and cultural-related elements of the prevention of money laundering (influencing factors, indicators function , supervisory role and obstacles), and stages of money laundering (placement, layering, integration). In the seeking to extract the most important factors that affect spread of money laundering in Iraq, as well as providing suggested formula of a strategy to prevent money laundering in Iraq. The research includes four sections : the systematic search, review of reference, data analysis and hypothesis testing, prevention of money laundering ,suggest strategy formulation to money laundering prevention in the financial banking institutions apparatus , conclusions and recommendations respectively

1- First Section: Research approach

Problem: The study seeks to answer the following main questions:

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The study seeks to answer the following main question:

The first question: What is the effect of elements of the banking system prevent money laundering, the dimensions in Iraq?

The branches of question to four questions, namely:

1-1 Is there a significant impact of all elements of the prevention of money laundering on both measures (reasons to circulate, function indicators, supervisory role, obstacles) on the overall dimensions of the money-laundering (placement, layering, integration) in Iraq?

1-2 Is there a significant impact of all elements of the prevention of money laundering on both measures (reasons to circulate, functions indicators, supervisory role, obstacles) on dimension of (placement) in Iraq?

1-3 Is there a significant impact of all elements of the prevention of money laundering on both measures (reasons to circulate, functions indicators, supervisory role, obstacles) on dimension of (layering) in Iraq?

1-4 Is there a significant impact of all elements of the prevention of money laundering on both measures (reasons to circulate, functions indicators, supervisory role, obstacles) on dimension of (integration) in Iraq?

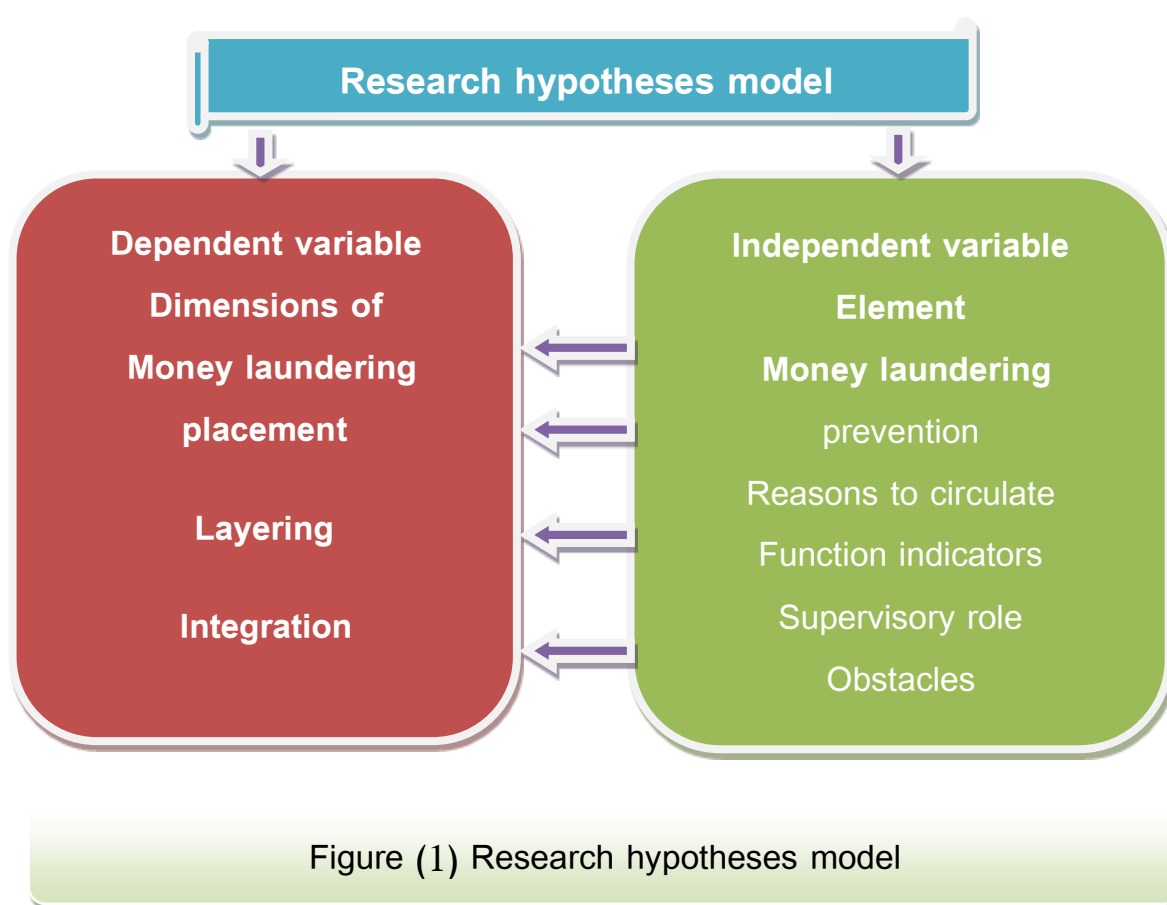
2- Hypothesis: main hypotheses are formed, and subdivided as follows:

2-1 There is a significant effect of the measures to prevent money laundering, (reasons diffusion, function indicators, supervisory role, obstacles) on the dimensions of stages of money laundering (placement, layering, and integration) in Iraq.

2-2- There is a significant effect of the measures to prevent money laundering, (reasons diffusion, function indicators, supervisory role, obstacles) on the dimensions of stages of money laundering (placement) in Iraq.

2-3 There is a significant effect of the measures to prevent money laundering, (reasons diffusion, function indicators, supervisory role, obstacles) on the dimensions of stages of money laundering (layering) in Iraq.

2-4 There is a significant effect of the measures to prevent money laundering, (reasons diffusion, function indicators, supervisory role, obstacles) on the dimensions of stages of money laundering (integration) in Iraq. Figure (1)



3- Objectives

3-1 Poll the reality of money laundering prevention measures availability and the use of its components (reasons to circulate, functions indicators, supervisory role, and obstacles).

3-2 Diagnosis of the effectiveness of stages of money laundering dimensions to maximize the state of imbalance and stability which promise main pillar for achieving prosperity and development of the welfare of the society.

3-3 Poll the elements of money laundering prevention measures influence to curb money laundering and reduce the negative impact on Iraqi economy systems.

3-4 Diagnosis the role of combat stages of money laundering and the dimensions of (placement, layering and integration) in attempt legitimacy to steal money in order to lend revealed in illegal money.

4- Analysis of society and the research sample and measurement tools:

The selected sample in this study consists of relevant university professors and heads of supervision to comply with some commercial and Islamic banks in Iraq. The choice of this sample is due to the expectation that these observers as

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they have sufficient knowledge of money laundering and to identify compliance and prevention measures adopted in their organizations. Seventy questionnaires were distributed out of 70 questionnaire, received 57 questionnaire, representing 81% of the total. Adopting the completed data in the analysis and testing of hypotheses used all of the interviews and observation as methods for data collection in addition to the questionnaire another one of. Three parts, the first includes identifying information with the perpetrator of fills questionnaire, the second identifying the sources of money laundering, and the third includes three forms:

Table (1) characteristics of study sample

consultation	No.	Actual N.	%
Lecturers	20	15	26.3
Experts and opinion makers	10	7	13.3
Banks	40	35	61.4
Total	70	57	100

The first includes phrases (1-24) to measure the independent variables, and the second phrases (1-28) to measure the second independent variables, the third measure approved variables (1-21). Table (1) characteristics of study sample.

5- Research Instrument

The questionnaire was divided into three parts: first contains (24) statements on the managerial factors(available factors, managerial process) , and (28) statements on the effect of the financial and banking systems to prevent money laundering and the third have (21) statements relating to the dimensions stages of money laundering, and to what extent was the implementation of compliance measures.

Table (2) distribution of questionnaires statements on the Dimensions, and elements stages of money laundering study hypotheses of the study variables

Variable study	Statements No.	
Independent variable		
Reasons to circulate	prevention M. L.	1-7
indicators Function		14-8
Supervisory role		15-21
Obstacles		22-28
dependent variable		
Placement	Stages M. L.	1-7
Layering		8-14
Integration		15-21

Having been determined arithmetic mean weighted with weights determined depending on the (Likert scale) quintet and in accordance with the following value (5) points agree strongly, (4) points agree, (3) points unusual, 2 points disagree, 1 point disagree strongly, to reach a better understanding of the expectations. The display questionnaire on a group of arbitrators, the necessary adjustment was carried out in accordance with the opinions of the arbitrators, and used optional sample to fill the questionnaire and conducted the final adjustments before it is used in the data collection.

Relied statistical package (software) SPSS for the purpose of statistical analysis of the data, and was measuring the reliability of the answers Sample on the scale statements of the (73) phrase in accordance with the Alphas Cornhbach coefficient was valued at (0.798), it has reached the rank correlation coefficient (Spearman Coefficient) to perform data analysis and examination of correlations. Table (2)

Second Section - Theoretical Background

Study variables included the following:

1- Independent variable: the financial elements of the administrative apparatus :(Accountants Manual 2007: 3-1, 3-5)

Element Money laundering: (Kehoe, M., 1996: 541-589)

1-1 Reasons to circulate: back to the financial and administrative corruption and the exploitation of the authorities to obtain bribes and commissions and dealing positive for the administration's financial system with it. And the high rate of taxes and fees on economic activities, and allow companies within the concessional terms in order to attract foreign investment, and the absence of training in the detection of money laundering and combat methods, and the weakness or failure, and there are laws that criminalized.

1-2 indicators Function: is the continuous cash deposits in the corporate accounts, and withdraw after a short time depositing, and deposit funds in various accounts, and of later transfer to the main account after that transfer them to foreign countries, as well as of the adoption of frequent conversion to known agent at secrecy banks, transfer of funds is not commensurate with the adapter body or the nature of his business.

1-3 Supervisory role: being the bank control on movement of the amount withdrawal and deposited cash which transferred repeatedly to foreign countries, refrain from opening numeric accounts, aliases, or unidentified people, also not to grant loans against the assets of unknown origin or owned by a third party and inform money laundering control unit at the Central Bank in the case of violations.

1-4 Obstacles: the lack of a specialized unit to compliance monitor, and indulgence or neglect some Compliance staff in the application process, lack of familiarity with all launderer methods, as well as the lack of an internal guide

which explains the proceedings having confrontation, and carried out massive operations in some accounts, which makes it difficult to follow, and the spread of automated teller machines (ATM) so that just do not get enough data about the perpetrators of those operations.

2. Dependent variable: Dimensions the stages of money laundering

2-1- Placement: get rid of suspicious repeatedly deposits of large-sized fund through partner banks to be smuggled to foreign banks, or buy real estate or stocks or bonds, or participation in investment projects may be real and may be fake.

2-2 -Layering: is the separation of money from illegal source, and pass through numerous complex financial transactions and open accounts in fictitious names or other benefits which make the process of tracing the money impossible issue or a waste of time. And accept the branches of foreign banks depositors to convert them to their accounts without stating the identity of the applicant or beneficiary. As well as the overvaluation of revenue from abroad will be a reasonable justification to convert huge balances out electronically.

2-3- Integration: of any integration of these funds with other legal sources of funds and therefore a reasonable justification for the interpretation of ownership. It can be called the drying process (drying (dirty money. As a huge and sudden increases in cash deposits and construction of large balances are not commensurate with the business turnover of the customer rate, and convert those deposits during the short period of time to the point of not associated with the client's link appears, and funding in return assets are not compatible with the client mode or be the source of those assets is not known.

3- The defined money laundering is an activity directed to the collecting of unfairly or illegally acquired proceeds through legal businesses (Vukelić, 1994:29).or as “the act of a person who:(a) engages, directly or indirectly, in a transaction that involves proceeds of any unlawful activity; (b) acquires, receives, possesses, disguises, transfers, converts, exchanges, carries, disposes, uses, removes from or brings into a proceeds of any unlawful activity; or (c) conceals, disguises or impedes the establishment of the true nature, origin, location, movement, disposition, title of, rights with respect to, or ownership of, proceeds of any unlawful activity”, money laundering has been defined as the process ‘by which illicit source monies are introduced into an economy and used for legitimate purposes’ (Jamaliah Said 2013, :228).

Generally, the findings revealed that the banking sector is the most risky sector. (Irwin et al. 2011: 85 – 111) have examined the size of money laundering and terrorism financing problems, identifying threats and trends, the techniques employed and the amount of funds involved. The findings revealed that money launderers prefer to use techniques that maintain high levels of anonymity and appear innocuous. The sums of monies involved in money laundering and

terrorism financing varies for money laundering as compared for terrorism financing cases.

A review of the literature shows that there is a dearth of studies that have empirically examined the issue of the compliance measures. Despite limited studies, some have examined the measures on combating money laundering and terrorism financing (He, 2007; 438-448),(Zhu&He,2003:145-152),(Ping He,2010:438-448) examined money -laundering techniques and he discovered that the ways money is laundered include cash smuggling, making use of banks or insurance company, or making use of shell-company or front-company. Also found that criminals often prefer to launder money through non-face to face transactions.

The money laundering process 'Placement', 'layering' and 'integration' are terms used by law enforcement to describe the stages through which criminal proceeds are laundered (Molander, Mussington and Wilson 1998: 312-354). They can occur either at the same time (in the course of a single transaction) or in separate transactions. While the three stages are not always present in each money laundering action, they are a useful way of analyzing the process of legitimization.

4- Risk assessment methodology

This part assesses the level of risk to the Queensland community posed by money laundering perpetrated by organized crime networks. The risk assessment of money laundering relies on a series of factors to determine the level of risk (Molander, R C, Mussington, D A & Wilson, P A ,1998: 312-354).

4-1- Intent: relates to the desire of an individual or group to undertake an activity that also possesses the confidence to succeed. The intent is assessed as high.

4-2 Capability: relates to how realistic it is that the individual or group will be able to undertake the activity, in terms of resources and knowledge. The capability is assessed as high.

Table (3) Risk assessment methodology

The risk assessment matrix is essentially a series of formulae to determine level of risk							
$\text{Desire} \times \text{confidence} = \text{intent}$ $\text{Resources} \times \text{knowledge} = \text{capability}$ $\text{Intent} \times \text{capability} = \text{likelihood of threat}$ $\text{Likelihood of threat} \times \text{harm / consequences} = \text{RISK}$							
Certain	Very high	High	Medium	Low	Very low	Negligible	Risk

Source: Molander, R C, Mussington, D A & Wilson, P A (1998), *Cyber payments and money laundering: problems and promise*, PP.312-354.

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4-5- Threat: relates to the likelihood that a person or group will successfully undertake an activity that may cause harm. The like of this success is dependent on their intent and capability. The threat is assessed as high. Table (3)

4-5- Harm: assesses what physical, psychological, economic and political effects the threat that should occur.

4-6- Risk is a combination of the threat of an activity occurring and the harmful consequences of that activity. The RISK is therefore assessed as HIGH, as it is a function of threat (HIGH) and harm (HIGH).

In summary, money laundering can be seen to impose significant costs in monitoring compliance on the government, small businesses and financial institutions. Also, the additional costs to financial institutions are likely to be passed on to the Australian public through increased banking fees.

The appropriation funding until 2010 for the Australian Transaction Reports and Analysis Centre (AUSTRAC), which is as follows:

- 2006–07: \$36.693 million
- 2007–08: \$59.274 million
- 2008–09: \$54.928 million
- 2009–10: \$56.136 million (PJC–ACC 2007).

Intent	Capability	Threat	Harm	RISK
HIGH	HIGH	HIGH	HIGH	HIGH

Source Molander, R C, Mussington, D A & Wilson, P A (1998), *Cyber payments and money laundering: problems and promise*, PP.312-354

Review of the literature discovered that money laundering is not a new phenomenon. The origins of money laundering can be traced back to as early as 1930s in organized criminal activities (Bosworth-Davies & Saltmarsh, 1994: 124-145). However, after September 11, 2001, worldwide efforts to combat money laundering and the financing of terrorism have become prime importance¹. The Financial Action Task Force (FATF) has established an international standard against money laundering and terrorist financing and produced recommendations that should be adopted.

Third Section: data analysis and hypothesis testing

1- Answers specific to research on variables and major research analysis.

The sample of 57 single search, Table (4) distributed according to the characteristics of individuals (academics and managerial leaders, staff to monitor compliance in banks), was presented an analysis of the sample answers about the search variables.

Table (4) sample researched distribution according to the characteristics of individuals

Classes	property	Repetition	%	Classes	property	Repetition	%
Sex	female	12	21.1	Academic achievement	Ph.D.	45	79.0
	Male	45	78.9		Master	7	12.3
Age-year	30 or less	2	3.5		Higher Diploma	5	8.7
	40-31	7	12.3	Past practice	Less than 5 years	4	7.0
	41-50	11	19.3		5-14	12	21.1
	51-60	30	52.6		15-24	31	54.4
	More than 60	9	15.8		More .25	10	17.5

1-2- The results indicate table (5) to the most important sources of money laundering in Iraq is the smuggling of oil and its derivatives, amounting to the arithmetic mean of 4.17 which is higher than middle.

Hypothesis 3, came after The phantom of the reconstruction projects, a guerrilla kidnapping and extortion was the arithmetic mean of each 3.83 and came in third grade drug trading 3.80 and standard deviation was (0.753, 0.408, 0.408) respectively, shows high indicates homogeneity and consensus among the sample it refers to the spread of money laundering in the most important sources of influence in economic development.

Table (5) Sources of money laundering in Iraq

	Sources of money laundering	Mean	Standard deviation	Result
1	Bank robbery	3.33	0.816	Neutral
2	Smuggling relics	3.67	0.516	Agreed
3	Smuggling of machines and plants	3.67	10033	Agreed
4	smuggling of oil and its derivatives / 1	4.17	0.753	Agreed
5	Industrial and Commercial Commodities Fraud	3.60	0.548	Agreed
6	Kidnapping and extortion / 2 gangs	3.83	0.408	Agreed
7	Phantom projects for reconstruction / 2	3.83	0.408	Agreed
8	Drugs trading/3	3.80	0.837	Agreed
9	Money owed by officials of the former regime	3.17	0.753	Agreed
10	Front companies	3.57	1.134	Neutral

2-3- Descriptive Analysis of Variables Study:

Methods analyzed prevention sample answers about the independent variables:

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Table (6) Shows the results of statistical analysis of descriptive, that the average proportion of money laundering amounted to 80% of a standard deviation of 15% and notes highest percentage for money laundering in the answers of the sample amounted to 85%, and indicates that spread money laundering largely corresponds with that result in sample answers to the phrases in the questionnaire on the sources of money laundering and spread in Iraq. Analysis of the results of answers respondents about the administration device in terms of managerial process, available resources, and prevention methods in Iraqi financial institutions and banks, where these three variables represent the independent variables in the search model, which is studying its relationship and its impact in preventing money laundering, and in the following sample answers about these variables analysis.

2-4- **Prevention methods:** table (6) show that the obtained arithmetic mean for the whole terms is equal to the causes of spread of money laundering amounted to 4.00 which is higher than the middle hypotheses 3 and a standard deviation of 1.05, including marks homogeneity and an agreement to some extent in the opinions of the sample, and those results ratify relevant international organizations indicators of money laundering and transparency put Iraq on the list of most corrupt countries in the world.

Table (6) The Arithmetic Mean and Standard Deviation of the Elements of money Laundering Prevention Measures dimensions stages

Variable		Mean	standard deviation	Result
Money laundering (%)		% 80	% 15	% 85-% 35
Reasons to circulate / 1	Prevention M.L.	4.000	1.000	Agreed
Supervisory role / 2		3.964	0.933	Agreed
Obstacles / 3		3.431	1.121	Agreed
Function indicators / 4		3.385	1.025	Neutral
Placement	Stages	3.39	1.15	Neutral
Layering		3.50	0.80	Agreed
Integration		3.63	0.99	Agreed

The elements of the (supervisory role, obstacles and function indicators) lack influence has reached the arithmetic mean and standard deviation (3.96,0.93), (3.43,1.12), (3.38,1.02), respectively, which is agreed upon and impartial, and notes that reasons proliferation was ranked first in terms of the point of view of the respondents, followed by the indicators of supervisory role, the obstacles, function respectively.

3-4- Dimensions stages money laundering

Table (6) shows the arithmetic mean of the overall terms related to the dimensions of stages money laundering was (4.00), which when completely agreed and standard deviation was (0.99) and was (Integration, Layering) reached (the arithmetic mean, standard deviation) of these two dimensions when agreed and are closely but an advantage after (Integration) was (3.63, 0.99) stated in (appendix (2) statements (15,18,19,21) in terms of increases in magnitude and sudden in cash deposits to the customer, buying or selling securities without a purpose, building large balances, funding for which an asset is not compatible with the client mode, posts be sources of customer contribution which is uncertain.

But after the (placement) reached a value (mean, standard deviation) (3.39, 1.15), Stated in (appendix (1) statements (15,18,19,20) Stated in (appendix (1) statements(1,15,18,19,21) which when neutral terms the system requires to complete a form each deposit process no more than 10,000 dollars, deposited huge money the size of small denominations in the bank weekly, are filing process by delegates him to help in getting rid of this liquid cash, deposit money laundered in banks can be converted in the mail(24) hours, representing the banks, center stage for the main money launderers, the laundered money smuggling from Iraq to deposit in foreigner banks. Notes after that (Integration) was ranked first term the perspective of the respondents, followed by layering, placement, respectively.

4-Test hypotheses

4-1-- First Test hypothesis:

There is a significant effect of the prevention measures to prevent money laundering (reasons diffusion, function indicators, supervisory role and obstacles) on the dimensions of stages of money laundering (placement, layering, and integration).

As shown in table (7) the value of degree of influence ($B = 0.12$) in the sense change in components of prevention measures of money laundering combined lead to a change in the dimensions of the stages of money laundering value (0.12) has been confirmed (F) lack of moral of this change (effect) of value (2.41) which is smaller than Tabulated value of (3.92) and the level of statistical significance (0.12) also informed that accepted level of significance in this study are less than (0.05). Table (7)

Table (7) Simple Regression Effect of Money Laundering Prevention Measures on Stages of Money Laundering in the Financial and Banking Systems in Iraq

variable	Degree B influence 0.12	T test	Level of significance .Statistical sig	F Calculated	F Tabulated	Level of significance .Statistical sig each table	Df(for T)	T tabular Up to the level Of Indication = 0.05	Decision accept hypothesis
Money laundering prevention measures	0.12	1.55	0.12	2.41	3.92	0.12	190	1.66	accepting hypothesis
R= 0.13 $R^2=0.02$ $R^{2*}=0.01$									

That means not accepting the hypothesis (there is significant effect to total effect of elements money laundering prevention measures on the total dimensions of the stages of money laundering in Iraq) identified by the study.

4-2- Second hypothesis: There is significant effect of money laundering prevention measures (reasons to circulate, functional indicators, Supervisory role and obstacles) in the stages of money laundering (**Placement**).

Table (8) indicates to the results of multiple regression analysis effect of prevention measures money laundering combined (Reasons to circulate, Function indicators, Supervisory role, Obstacles) in dimensions of money laundering (Placement)., based on that the level of statistical significance are supported (0.05).

Where the value of correlation coefficient $R=0.62$ (which refers to the strength of the relationship between two variables or more: and thus refers to the strength of the relationship between the independent variable and dependent variables of the notes of that, influence independent variables linked with emotion dependent variable), while the coefficient of determination was $R^2=0.38$ (called a factor of identification, which is used to determine the explanatory power of the model is estimated (estimated equation) in case simple linear regression (independent variable and one with a certified one variable), the debugger or the coefficient of determination.

$R^2=0.38$ (used for the interpretation of the explanatory model multiple linear regression power) because it takes into consideration the number of independent variables so-called corrected because it originally derived from R^2 , which means that the independent variables (Reasons to circulate, Function indicators, Supervisory role, Obstacles) (explanatory) was able to explain

(0.32) from changes in (Placement)., and the rest (0.68) is attributable to other factors*.

Meaning that change in effect of prevention measures money laundering combined lead to a change in the stages of money laundering of the value (0.62) has been confirmed (F) moral The change (effect) the amount (6.13) (representing table analysis of variance (ANOVA)

*** Note** / also use F statistic for judging the moral model as a whole is estimated at a certain moral standard.

Table (8) Multiple Regression Effect of Elements Money Laundering Prevention Measures on Dimensions of Stages money Laundering (**Placement**)

Decision to accept the hypothesis	1.68 This figure Output T test for four elements Money laundering prevention measures	T tabular Up to level Indication = 0.05	Df(for T)	Level of significance Statistical sig.	Tabulated	Calculated	Level of significance Statistical sig.	T test	Degree effect B	elements prevent money laundering measures
Rejection of hypothesis			36	0.00	2.61	6.13	0.17	-1.35	-0.20	Reasons to circulate/ 3
Rejection of hypothesis			47				0.62	-0.50	-0.07	Function indicators/ 4
Rejection of hypothesis			46				0.33	0.98	0.15	Supervisory role/ 2
Accept of hypothesis			48				0.00	4.32	0.54	Obstacles/ 1
R=0.62 R ² =0.38 R ² -=0.32										

which can be identified through the explanatory model as a whole force by statistical F and as seen from the high contrast of moral analysis table to test (6.13 = F) (P <0.001), which confirms the high explanatory model multiple linear regression strength from a statistical standpoint (which is bigger than tabulated value (2.61) and the level of statistically significant (0.00)*.

In other words, the level of confidence (100%) that is present in sample is actually exists in the community who pulled it and the sample rate of doubt (0%) that is present in the sample is non-existent in the community who pulled the sample. As for the effect of elements prevention measures money in stages laundering money laundering for the individual in dimension (Placement), results were

*** Note** / There are statistics used to determine total moral of the model, including (R), (R²), (R²-).

multi-analysis of different terms, signal that the results have an impact on the field (Obstacles) in a dimension (Placement) reached the degree of impact (B) (0.54) a

change of one unit in a proceeding in the prevention of money laundering leads to change by (0.54) (i.e. change obstacles change placement value of (0.54): if the sense of evolution (change) element Obstacles will affect after (Placement) in a proceeding in preventing money laundering. And thus alter (ie, neither losing). As the banking system eliminates the need to mobilize cash transaction form for each deposit process no more than 10,000 dollars, and deposit the huge money size of a small bank monetary categories on a weekly basis, and common deposit process by delegates in the bank to help him get rid of this money, and the deposit of money laundered in banks can be converted electronically in 24 hours and make operations to trace the money was impossible, and banks represent the main attention to money launderers center, and are filing process through a broker leaves Financial to help him get rid of the cash, and are laundered money from Iraq to smuggle deposit for external, especially in the countries that surround the work of banks in secrecy. The banks spirits confirmed (T) this effect amounting to (4.32) is also the largest Tabulated value of \$ (1.68) the level of significance (0.00) this shows the acceptance of (first hypothesis) the hypothesis that have been identified and the acceptance of the hypothesis (no impact is significant moral (statistical) Procedures to prevent money laundering in the field (obstacles) a (placement) in the stages of money laundering.

Note / Level of significance field examines do field T realize or not and field t examines Do field B achieves or not, and field B examines is there a degree of influence between variable and another (is the first variable affects the second variable).

For the elements prevention measures of money laundering in the field (Reasons to circulate, Functional indicators, Supervisory role) has shown a lack of significant effect them, because of the degree of the value effect (B) (0.15, -0.20, -0.07) respectively, also confirmed value (T) of \$ (0.98, -1.35, -0.50), respectively, a Smaller than (T) Indexed amounting to (1.66) Non significantly that influence the level of statistically significant (0.33, 0.17, 0.62), respectively, also note that the level of statistical significance accepted in this study are less than (0.05).

These findings support the non-acceptance of (first hypothesis) identified which postulated the existence of a significant impact is significant (statistical) Procedures to prevent money laundering in the field (reasons to circulate, function indicators and supervisory role) just (Placement) in money laundering.

4-3 - Third hypothesis: There is significant effect of money laundering prevention measures both (reasons to circulate, function indicators, supervisory role and obstacles) on the stages money laundering in Iraq in terms (**layering**)

Table (9) shows the results of multiple regression analysis of the effect of analyzing elements prevention, measures money laundering combined (reasons to circulate, functional indicators, supervisory role, and obstacles) in dimensions of

stages money laundering (layering), and on the basis that level statistical significance are supported (0.05). $R = 0.28$, $R^2 = 0.08$, $R^{2-} = -0.02$

Where the value of correlation coefficient $0.28 = R$, while the selection coefficient reached $R^2 = 0.08$ debugger specifically coefficient $R^{2-} = -0.02$.

means that independent variables (reasons to circulate, functional indicators, supervisory role, obstacles (explanatory) has not been able to explain the changes in the (layering changes) of \$ (-0.02) in the sense that the change in the prevention measures laundering combined money does not lead to a change in the launder stages money value of (0.28) has been confirmed (F) significant failure of this change (effect) the amount (0.83) which is smaller than the tabulated value amount (2.69) and the level of statistically significant (0.51) also, note that Level of significance accepted in this study are (0.05).

As for effect of elements prevention measures of money laundering for the individual in dimension (layering) stages of money laundering, the results of multi-analysis showed no effect in the field (reasons to circulate, Functional indicators, supervisory role, obstacles) in a dimension (layering) as It reached the degree of impact (B) (0.14, 0.13, 0.03, -0.05), respectively, also confirmed the value of (T) amount (1.09, 1.13, 0.21, -0.37), respectively, the smallest of the (T) Indexed amount (1.66) not significantly influence the level of statistical significance (0.28, 0.26, 0.84, 0.17), respectively, also note that the level of statistical significance accepted in this study are less than (0.05). **These findings support the not to accept (second hypothesis), which assumed the existence of a moral impact is significant (statistical) in a proceeding in the prevention of money laundering in the elements, the dimension (layering).**

Table (9) Multiple Regression Effect Elements Money Laundering Prevention Measures on Stage (Layering)

Decision to accept hypothesis	T tabular Up to level Indication = 0.05	Df (for T)	Level of significance Statistical sig. Each table	F Tabulated	F Calculated	Level of significance Statistical sig.	T test	Degree effect B	elements prevent money laundering measures
Rejection hypothesis	1.68	46	0.51	2.69	0.83	0.17	-0.37	-0.05	Reasons to circulate/ 4
Rejection hypothesis		47				0.28	1.09	0.14	Function indicators/ 1
Rejection hypothesis		46				0.84	0.21	0.03	Supervisory role/ 3
Rejection hypothesis		48				0.26	1.13	0.13	Obstacles/ 2
R= 0.28 $R^2 = 0.08$ $R^{2-} = -0.02$									

4-4 - **Fourth hypothesis:** There is significant effect of money laundering prevention measures both (Reasons to circulate, Function indicators, Supervisory role and obstacles) on the stages money laundering in Iraq in terms (**integration**)

Table (10) indicates the results of multiple regression analysis of the effect of elements prevention measures of money laundering, (reasons to circulate, functional indicators, supervisory role, obstacles) on money laundering dimension ((integration on the basis that level of statistical significance are supported (0.05). Where the value of correlation coefficient $R = 0.55$, while the selection coefficient reached $R^2=0.31$, either specifically corrector coefficient $R^{2-}=0.24$. Which means that independent variables (explanatory) able to explain (0.24) from changes in (integration) while the rest (0.76) is attributable to other factors.

Meaning that change in elements prevention measures of money laundering combined lead to a change in the stages of money laundering the value (0.55) has been confirmed (F) moral that change (impact) the amount (4.38), the largest Tabulated value amount (2.61) and level of statistically significant (0.00)

As for the effect of elements prevention measures of money laundering for the individual in dimension (integration stage of money laundering, came the results of multi-analysis of different terms of reference the results to the existence of influence in the field of obstacles) in dimension ((integration because of the degree of influence (B) (0:43) no change and one unit in a proceeding in prevention money laundering leads to change by (0.43) (ie Obstacles Placement change the value (0.43) If the sense of development of (change) element obstacles will affect dimension (integration) in a proceeding in prevention money laundering and thus change it (ie, neither losing). Stated in (Appendix (2) statements(2,17,18,19)As a huge and sudden increases in cash deposits to any customer, customers who frequently cash deposits in small amounts, but the total number of those deposits represents a huge, seeking customers exchange large amounts of same small groups to large groups without giving reasons unclear, buying or selling securities without a purpose, building large balances are not commensurate with the business turnover, funding for which an asset is not compatible with the client mode, posts a source client's contribution to the uncertain or do not comply with its capabilities. Confirmed (T) spirits this effect amount (3.57) and is also greater than the tabulated value amount (1.68) and the level of significance (0.00).

Table (10) multiple regression effect of elements money laundering prevention measures in dimension (**integration**)

elements prevent money laundering measures	Degree effect B	T test	Level of significance	Calculate F	F	Level of significance	Df(for T)	T tabular Up to level Indication = 0.05	Decision to accept hypothesis
Reasons to circulate/ 3	-0.16	36	0.26	4.38	2.61	0.26	36	.68the figure Output T test of four elements The role of prevention sandwiched between (60-40)in the table of T Tabular	Rejection of hypothesis
Function indicators/ 4	0.01	47	0.95			0.95	47	Rejection of hypothesis	
Supervisory role/ 2	0.14	46	0.33			0.33	46	Rejection of hypothesis	
Obstacles/ 1	0.43	48	0.00			0.00	48	Accept hypothesis	
R=0.55 R ² =0.31 R ² -=0.24									

This shows acceptances of (the first part of hypothesis) the hypothesis that have been identified (there is a significant impact significantly (statistically) Procedures prevention money laundering in the field (obstacles) on the dimension (placement) in the stages of money laundering.

Elements procedures prevention money laundering in the field (reasons to circulate, functional indicators, supervisory role,) as shown a lack of significant effect on them, because of the degree of the value effect (B) (0.14, 0.01, -0.16) respectively, also confirmed value (T) amount (0.98, 0.06, -0.1.13), respectively, the smallest of the (T) Indexed amount (1.68) not significantly influence the level of statistical significance (0.33, 0.95, 0.26), respectively Also note that the statistical significance accepted at this level of study is up to (0.05) These findings support the non-acceptance of (the other part of the hypothesis), which assumed the existence of the effect is significant moral (statistical) procedures prevention money laundering in the field (reasons to circulate, functional indicators, supervisory role,) on the dimension (placement) in the stages of money laundering.

Conclusions:

1. Results show greatly the spread of money laundering in Iraq, as sample answers amounted to 85%, were most important sources of money laundering is the smuggling of oil and its derivatives, ranked second phantom reconstruction projects, kidnapping and extortion gangs, and those results ratify relevant international organizations indicators of money laundering and transparency that puts Iraq on the list of most corrupt countries in the world.
2. Results of the research firs hypothesis t not substantiated as not affect the elements of money laundering prevention measures (supervisory role, obstacles, and function indicators) to spread money laundering in smuggling of money

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laundering from Iraq deposited in foreign banks. It was observed that after (Integration) was ranked first then followed by the (layering, placement) respectively. Also was noticed that money laundering prevention measures did not affect the upsurge in smuggling of funds to foreign banks for that reasons proliferation element came ranked first in the view respondents, followed by supervisory role, obstacles, function indicators, respectively.

3. The results of the second hypotheses did not substantiated as there was no significant effect of total elements of prevention measures money laundering stages of money laundering as it is high when disagree completely and homogeneity High and consensus among respondents (integration and layering) when you disagree and are closely but an advantage after (integration) in terms of magnitude and sudden increases in cash deposits to the customer, buying or selling securities without a purpose, building large balances, funding for which an asset is not compatible with the client mode.
4. Results of the fourth hypotheses did not substantiated the effect of the elements of prevention measures of money laundering on the stages of money laundering separated in after (placement), the results of multi-analysis of different terms of reference caused the following effects in the area (obstacles) in a dimension (Placement) in deposit money laundering in banks can be converted electronically during 24 hours and make the operations to trace the money impossible, banks represent the main center of interest to money launderers.

Recommendations

1. Invite financial and banking institutions in controlling compliance to activate the role of laws help to prevent money laundering, and the development of deterrent punishments for law-breakers.
2. Motivation (physical and moral) employees in the financial and banking institutions, especially the monitors compliance employees on the refusal to deal with criminals and not to accept bribes and the purchase of receivables and demonstrate spirit of citizenship, and not indulgence or neglect of some bank officials in the application process, and the preference of public interest on personal or factional which reached to corruption and the destruction of the country's economy and citizens.
3. Adopt strategic planning long- run various components in the financial and banking institutions, commensurate with the internal and external environment for the financial sector conditions, both the effective application of the Managerial process , the available resources are utilized in financial administrative apparatus efficiently and implement measures to prevent money laundering (Reasons to circulate, function indicators, supervisory role, (obstacles, or stages of money laundering (placement, Placement, Integration) in the financial and banking institutions

4. Create a special unit to monitor money laundering operations, an internal guide for banks illustrates the proceedings support prevention, refraining from opening a digital accounts or aliases, or persons unknown, and try not to make huge operations at the accounts, which is difficult to follow.
5. Observer Compliance in the bank tell to the Money laundering control unit the Central Bank in the event of any unusual information in order to breach the laws and regulations. And not to grant loans against the assets of unknown origin or owned by a third party.
6. Follow the training method which depends update the appropriate way in the detection of money laundering and control methods to suit the needs of the administration, in the acquisition of practical skills, through the managerial process and needs-oriented training programs, and provide training and provision of utilized of planning, organizing, decision-making, supervision, implementation and evaluation.
7. In order to prevent money laundering requires the adoption of long run Strategic Planning long run, and strategic management operations of various components in financial and banking institution, appropriate to internal and external environment financial sector conditions and strategy adopted in prevention of money laundering launched in set of search results, whether prevention measures money laundering or stages of money laundering In the financial administrative apparatus.

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(Questionnaire)

Respectable

We are working on a study entitled:

(Analysis of Factors Affecting the Prevention of Money Laundering for the Financial Administrative Apparatus in Iraq)

Please read the questionnaire enclosed well and answer objectively in order to obtain accurate results in favor for scientific research only, thank in advance for your cooperation, please accept my.

Researcher

First: General Information:

Note: Please tick (✓) in front of the paragraph that suits your condition.

A. Age: Less than 30 years (), less than 40 years (), less than 50 years, more than 60 years ()

B. Educational Qualification: BA (), Master (), PhD ().

C. Current job: University professor () General Manager of the bank () Head of Control Section compliance in the bank () Monitor compliance in the bank ()

D. Experience: Less than 5 years (), less than 10 years () less than 15 years (), to more than 15 years (), more than 25 years ()

E. I got specialized training in money laundering operations ()

Please put (✓) when the percentage that believes it reflects the prevalence of money laundering in the Financial Administrative Apparatus in Iraq

%	%	%	%	%	%	%	%	%	%
100	90	80	70	60	50	40	30	20	10

Following statements concerning the sources of illegal funds Please put () on every source that you think is still in Iraq

Sources of money laundering	Degree of money laundering				
	Agree strongly	Agree	unsure	Disagree	Disagree strongly
Bank robbery					
Archaeologist					
Smuggling of machines and factories					
smuggling of Oil and its derivatives					
Industrial and Commercial Commodities Fraud					
Kidnapping, extortion gangs					
Drug trafficking					
Money owed by officials of the former regime					

Analysis of Factors Affecting the Prevention of Money...

Appendix (2) Following statements concerning in prevention of money laundering elements in Iraq Please tick (✓) when the correct answer

Statements		prevention of money laundering	Agree strongly	Agree	unsure	Disagree	Disagree strongly
1	Reasons for the emergence of money laundering to financial corruption and dealing in positive financial administrative apparatus	Reasons to circulate					
2	Having laws to prevent economic activities resort to loopholes to circumvent the laws						
3	Spread of corruption and abuse of authority bribery and commissions						
4	Development of electronic transfer systems prevent money laundering						
5	Existence of laws that criminalize money laundering						
6	Allowing foreign companies through concessional terms in order to attract foreign investment						
7	Lack of training to detect money laundering and control methods						
8	Continuous cash deposits in corporate accounts	Indicators Function					
9	Refuse at the withdrawal of deposited cash after short period.						
10	Open more than one client at the same bank account for no apparent reason						
11	Deposit funds at various accounts, and then later transfer them it into a major account then transfer them to foreign country.						
12	Frequent transfer to banks known of dependence of absolute secrecy						
13	Funds transfer does not suit with the adapter climate and the nature of their business						
14	Customer avoid working anonymity when conducting banking operation						
15	Refusal of opining digital open accounts or unknown aliases, or persons	Supervisor y role					
16	Bank maintains certified papers identity of every customer for a						

	period of 5 years at a minimum						
17	Monitor the amounts that are converted frequently abroad						
18	Register persons and companies data that converts or deposit of more than 10 thousand dollars abroad						
19	Monitor cash flow in branch of withdrawals and deposits by the Director of Operations						
20	Not grant loans against the assets of unknown origin or owned by a third party						
21	Bank informs and Money Laundering Control Unit at Central Bank in the event of any unusual information aim money laundering.						
22	Lack of an internal guide for bank which explains proceedings facing anti-money laundering	Obstacles					
23	Unfamiliarity of the bank employees in all methods of money laundering						
24	Deserve or negligence of some bank officials in Applying Procedure						
25	Unavailability of a specialized unit to monitor money laundering						
26	Huge operations in certain accounts, which makes it difficult to follow-up						
27	Despite the large volume of foreign cash remittances can control money laundering.						
28	Widespread use of automated teller machines (A.T.M) in deposits and transfers, which provides sufficient data for operatives and beneficiary						

Appendix (3) following statements concerning the stages of money laundering in Iraq Please tick (✓) when the correct answer

Statements		Stages of Money Laundering	Agree strongly	Agree	unsure	Disagree	Disagree strongly
1	Banking system eliminates the need to mobilize cash transaction application for each process of deposit not exceeding 10,000 dollars	Placement					
2	Huge money size deposit of a small denominations bank on weekly basis						
3	Deposit through his rep in the bank or securities broker or broker to help him						

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	dispose of this liquid money						
4	Deposit laundered money in banks can be converted through e-mail in 24 hours, and makes operations trace the money issue impossible						
5	banks represents the primary center concerning money laundering						
6	Deposit process through partner in bank or broker or financial intermediary papers to help dispose of the liquid cash						
7	Smuggling laundered money from Iraq deposit to foreign banks especially in countries that surround banks work with secrecy.						
8	Open laundered money accounts with fictitious names or persons working for other beneficiaries names	Layering					
9	Laundered money transfer to / from many accounts, or by transferring the money several times from / to banks and offshore						
10	Foreign banks branches representing a task channels process washing						
11	Accept branches of foreign banks, depositors are turning to their accounts without stating identity applicant or beneficiary						
12	Exchange offices represent a growing source of money smuggling						
13	Buy the high-value insurance, and then makes cancelation with discounting cancel within the legal period gets a check from insurance						
14	Overestimated the value of imports from abroad will be a reasonable excuse to turn a huge balances out electronically						
15	Huge and sudden increases in cash deposits for any client, and transfer those deposits during short period of time to others not associated with customer relationship	Integration					
16	Customers who frequently cash deposits of small amounts, but the total final amount of those deposits represent a huge sum.						
17	Customers change huge amounts of money of small group to large groups without showing clear reasons						
18	Buy or sell financial securities without a clear purpose or conditions seem unusual,						
19	Huge balances do not fit the business turnover of the client and the sequential transfer rate to an account or open overseas accounts						
20	Funding for which an asset not compatible with the client mode or be a source those assets is unknown						
21	Shares with source the client's contribution is unknown or do not comply with its possibilities						

Variable of prevention of money laundering elements in administrative apparatus

Table (1) mean and standard deviation of prevention of money laundering elements in administrative apparatus

Statistics				
Obstacles	Supervisory role	Indicators Function	as to circulate	
49	47	48	47	Valid N
0	2	1	2	Missing
3.43	3.96	3.38	4.00	Mean
1.118	.932	1.024	1.000	Std. Deviation

Statistics
Variable of prevention money laundering

191	Valid N
5	Missing
4.00	Median
1.054	Std. Deviation

Table (1) mean and standard deviation of prevention of money laundering damnations stage in administrative apparatus

Statistics			
integration	: layering	placement	
49	48	49	Valid N
0	1	0	Missing
3.63	3.50	3.39	Mean
.994	.799	1.151	Std. Deviation

Statistics
money laundering damnations stage

146	Valid N
50	Missing
4.00	Median
.991	Std. Deviation

Figure (4) sources of illegal funds in Iraq

Statistics

Front companies	Bank robbery	Archaeologist	factories and المصانع	Commercial and Fraud	Industrial and Fraud	Commercial Fraud	Kidnappings and extortion gangs	Phantom of reconstruction projects	Drug trafficking	Funds owed officials former regime	Valid N
70	61	61	61	61	61	52	61	61	52	61	
3.57	3.33	3.67	3.67	4.17	3.60	3.83	3.83	3.83	3.80	3.17	Mean
1.134	.816	.516	1.033	.753	.548	.408	.408	.408	.837	.753	Std. Deviation

Table (5) simple regression of the effect elements prevention of money laundering reported in Iraq

Variables Entered/Removed(b)

Method	Variables Removed	Variables Entered	Model
Enter	.	prevention of money laundering elements (a)	1

a. All requested variables entered.

b. Dependent Variable: money laundering damages stage

Model Summary

Std. Error of the Estimate	Adjusted R Square	R Square	R	Model
.963	.010	.017	.131(a)	1

a Predictors: (Constant), variable of prevention of money laundering

ANOVA(b)

Sig.	F	Mean Square	df	Sum of Squares	Model
.123(a)	2.409	2.236	1	2.236	Regression 1
		.928	139	129.012	Residual
			140	131.248	Total

a Predictors: (Constant), variable of prevention of money laundering

b Dependent Variable: Dimensions stages money laundering

Coefficients(a)

Sig.	t	Standardized Coefficients	Unstandardized Coefficients			Model
		Beta	Std. Error	B		
.000	9.773		.311	3.038	(Constant)	1
.123	1.552	.131	.080	.123	Variable of prevention of money laundering	

a Dependent Variable Dimensions stages money laundering

Table (6) multiple regression of the effect elements prevention of money laundering in the dimensions stage (placement)

Model Summary

Std. Error of the Estimate	Adjusted R Square	R Square	R	Model
.891	.318	.380	.616(a)	1

a. Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate

ANOVA(b)

Sig.	F	Mean Square	df	Sum of Squares		Model
.001(a)	6.125	4.866	4	19.464	Regression	1
		.795	40	31.780	Residual	
			44	51.244	Total	

a Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate

b Dependent Variable: 1 placement

Coefficients(a)

Sig.	t	Standardized Coefficients	Unstandardized Coefficients			Model
		Beta	Std. Error	B		
.014	2.559		.813	2.082	(Constant)	1
.174	-1.384	-.187	.146	-.202	reasons to circulate	
.619	-.501	-.067	.139	-.070	functions indicators	
.333	.980	.130	.152	.149	supervisory rc	
.000	4.320	.583	.126	.543	obstacles	

a Dependent Variable: placement

Table (7) Multiple regression of the effect elements prevention of money laundering in the dimensions stage (layering)

Model Summary

Std. Error of the Estimate	Adjusted R Square	R Square	R	Model
.797	-.016	.078	.280(a)	1

- a. Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate

ANOVA(b)

Sig.	F	Mean Square	df	Sum of Squares		Model
.514(a)	.830	.528	4	2.110	Regressio	1
		.636	39	24.799	Residual	
			43	26.909	Total	

- a Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate
b Dependent Variable: layering

Coefficients(a)

Sig.	t	Standardized Coefficients Beta	Unstandardized Coefficients			Model
			Std. Error	B		
.001	3.623		.730	2.643	(Constant)	1
.712	-.371	-.062	.132	-.049	reasons to circulate	
.281	1.094	.182	.125	.136	functions indicators	
.838	.206	.034	.136	.028	supervisory rc	
.264	1.134	.190	.113	.128	obstacles	

- a Dependent Variable: layering

Table (8) multiple regression of the effect elements prevention of money laundering in the dimensions stage (integration)

Model Summary

Std. Error of the Estimate	Adjusted R Square	R Square	R	Model
.863	.235	.305	.552(a)	1

- a Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate

ANOVA(b)

Sig.	F	Mean Square	df	Sum of Squares		Model
.005(a)	4.380	3.259	4	13.037	Regression	1
		.744	40	29.763	Residual	
			44	42.800	Total	

a Predictors: (Constant), obstacles, supervisory role, functions indicators, reasons to circulate

b Dependent Variable: integration

Coefficients(a)

Sig.	t	Standardized Coefficients Beta	Unstandardized Coefficients			Model
			Std. Error	B		
.009	2.744		.787	2.160	(Constant)	1
.263	-1.134	-.162	.141	-.160	reasons to circulate	
.951	.062	.009	.134	.008	functions indicators	
.334	.977	.137	.147	.144	supervisory role	
.001	3.566	.509	.122	.433	obstacles	

a. Dependent Variable: integration

