

PROFESSIONAL ETHICS; DEPENDENT EFFECTS (RECIPROCAL) POLITICAL BEHAVIOR AND ORGANIZATIONAL COMMITMENT

Sanjar Salajegheh¹ and Alma Faramarzi²

Abstract: *The purpose of this paper is to study the interactional effect of professional ethics and organizational commitment and political behavior. In particular, this article seeks to examine the potential moderating effects of professional ethics on the relationship between behavior and organizational commitment. The study in the municipality of Bandar Abbas and population composed of managers and employees to 500 (employees with an associate's degree and above) were carried out.*

Results— *The results showed that the professional ethics mediates the relationship between political attitudes and organizational commitment.*

Originality / value findings insight assistance employee in relation to the communications professional ethics, political behavior, organizational commitment, and show the severity of the impact of employee political behavior on organizational commitment have to go through a third variable, professional ethics.

Keywords: *professional ethics, political behavior, organizational commitment*

INTRODUCTION

Experts like Paul Hersey and Kenneth Blanchard believe that many of the most critical problems of organization are not in the scope of things, but in the territory of their people and behaviors that occurred (Hersey and Blanchard, 1982). Many employees not only goal-oriented but also conscious behavior is more goal-oriented, but that is on purpose. When employee's personal purposes not align with organizational objectives, the political competition organization is for profits and personal purposes. Behaviors such as slander, rumor-mongering, character assassination, carelessness at work, the disclosure of confidential information, nepotism, internal trade-offs, hypothyroidism, adultery, outlaws, flattery, hypocrisy, bribery, embezzlement, conspiracy, and the like, the organization

¹ Assistant Professor, Department of Management, Azad University of Kerman,
Email: Iran. Salajeghi_187@yahoo.com

² PhD student in Business Administration at Azad University of Kerman,
Email: Iran. alma.faramarzi@gmail.com

learns and the words of Stephen Robbins, one of the experts in management, organization becomes a political jungle. Conflicts, tensions and frequent conflicts arising from political work, the staff indifferent and commitment to the work and organization, and thus slow the efficiency and effectiveness of the organization.

In the meantime, some simple politicians can be criticized and seek to remove it from staff working life. The fact is that the policy has two faces, a negative faces that political destructive behaviors include and positive face covers logical thinking, resourcefulness, problem-solving and right decision making. However, politics cannot eliminate in the organization, but it controlled and guided (Ashouri, 1978).

Any organization for doing their organizational affairs, in addition to organizational and legal measures, need to set of moral, ethical guidelines assist them in the administrative actions and procedures in a harmony, and unity towards collective and public good methods is possible. One of the important factors in the development of communication within the organization and conditions of employment is professional ethics, which has a considerable impact on organizational efficiency (Elsie and Alpakan, 2009).

Organizers attention to moral issues, because people expect they show a high level of ethical standards. High levels of ethical standards protect those works in organizations or work in hazardous situations, (Avpara and Vine, 2008). Understanding the relationship between professional ethics and the conditions and behaviors of employees in any organization appeared. With high fidelity to moral principles, organizational performance through employee commitment to the organization improved. Employees who understand their organizations ethics have found appropriate it for themselves and likely to increase their commitment are impressive. Because of its importance, this study is to investigate the existence of political behavior in organizations and its impact on organizational commitment with professional ethics, pay attention to the role of regulators. Because it seems that in most cases, the political behavior of individuals to adhere to professional ethics reduced (Moshabaki, 1998).

THEORETICAL FRAMEWORK

Political Behavior

Organizational policies, by definition, have no deductible and no shortage. However, the definitions around the use of power, in order to influence the decision-making process in the organization (or their behavior in service members have not mix with members of the organization). According to the organization's purpose and goal that we have in this way we define political behavior: those activities as part of an official role in the organization is not required but in the distribution of benefits and

shortcomings within the organization have influences (or seek to influence them come over). This definition encompasses the elements of the main factors that most of those who spoke about organizational policies. Political behavior outside the specific working conditions should take into consideration. This behavior requires a kind of attempt to use the power base of individuals. Beyond that, the definition includes the efforts that when deciding on objectives, indicators and criteria or processes affect, of course, when it is said that the policy of “distribution of benefits and shortcomings is within the organization”. Scope of the definition is so much wide that include different political behavior as the following:

- Lack of essential information to decision makers
- Rumors
- Slipshod work (like whistling)
- Leaks of confidential information about the activities of the organization and take it to the media
- Favoritism or internal transactions, which carried out for the benefit of the parties
- Vote for or against a specific person or mediation (P. Robbins, 1995).

The Concept of Professional Ethics

The concept of professional ethics in the sense of work ethic and business ethic applied. Today, some of the authors’ professional ethics, the first meaning of the concept use to define it. Terms such as work ethics and professional ethics are in Persian language. Various definitions of professional ethics have proposed:

- A. Work ethic, to commit individual or group mental and physical energy to the collective idea in order to obtain power and talent within the group and individual for development in any way.
- B. Professional ethics is one of the new branches of the morality that seeks to answer various professions and ethical issues considered for certain principles.
- C. The purpose of the rules of professional ethics is a set of principle, which should be voluntary and based on the voice of conscience and the nature of their professional work, without any external requirements or in case of violation, face with legal penalties.

Organizational Commitment

Organizational commitment is degree of Psychological simulation or adhesion to the organization (Mehdad, 2008). Allen and Meyer (1993) define organizational

commitment a mental state that expresses the desire, need or requirement to continue to serve in an organization. They have a sense of three components of commitment. The three components are:

- Affective organizational commitment (desire to remain): the emotional commitment means emotional and internal attachment to the organization. For this reason remains in the organization that have a positive attitude to the values and goals of the organization. This type of commitment in circumstances that due to emotional dependency, the person would like to work in the organization, continued (Kuwait Cole et al., 2010).
- Continuous organizational commitment: the person in the organization will continue to work for the rights and benefits of the organization needs, one because the organization remains the basis of cost - benefit concluded that it needs to remain in the organization (Gholipour, 2007).
- Normative organizational commitment; the type of commitment origin from individual values that work in organization. Person believed that owes to his organization that works (Allen Meyer, 1993).
- No organization cannot succeed unless the members and staff of the organization to which they have a commitment and strive to achieve its goals (Astonro Freeman, 1986).

Professional Ethics and Organizational Commitment

Nadi and Hazeghi (2011), in his research between staff of private hospitals in the Shiraz city found that the ethical climate and organizational commitment, and job satisfaction positively and significantly and with turnover negatively associated.

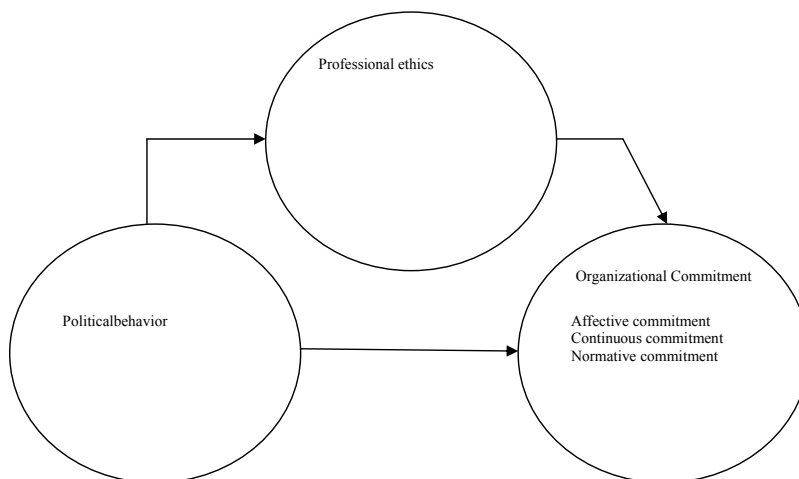
Salem research (2012), among employees of the State Bank of Libya, positive and significant relationship between the concept of work ethic and organizational commitment confirmed.

Ansari and Ardekani (2013), in his research that between Staff of Isfahan University of Medical Sciences conducted a direct positive relationship between Islamic work ethic and organizational commitment of whole and three dimensions observed.

Political Behavior and Organizational Commitment

Baroni (2007), research results show that employees understand from political behavior of managers and organizational commitment inversely correlated. Staff perception after an emotional commitment inversely correlated, but do not have significant relationship with other two dimensions(Continuous and norm commitment).

Based on the above assumptions and the conceptual model presented below:



Hypothesis 1 employees' political behavior affects their professional ethics.

Hypothesis 2 employees' political behavior affects organizational commitment.

Hypothesis 3 affects organizational commitment.

Hypothesis 4 employees' professional ethics increases positive relationship between political behavior and organizational commitment of employees.

RESEARCH METHODOLOGY

Sample

The sample in this study consisted of formal and treaty managers and employees of the municipality in the Bandar Abbas that covers 500 samples. 500 questionnaires distributed, 450 employees and managers with a return rate of 90% answered the questions. 10 questionnaires were dropped from the analysis because of incomplete response. The numbers of participants 440 were valid. 52% of respondents were male and the rest female. In the group leaders, range of respondents from 32 to 50 years old in the group of employees, age of respondents was 26 years and 52 years old. Education of all samples was above associate degree. Percent of working experience was in the range of 2 to 23 years.

Instrument and Statistical Techniques

Since the study, three-dimensional model of Allen and Meyer considered in conjunction with organizational commitment. So as to collect data in this

communication, Allen & Meyer 24 items organizational commitment questionnaire in seven-item Likert (quite I disagree, somewhat disagree, strongly disagree, disagree, no comment, I agree, somewhat agree, strongly agree), consists of three subscales affective commitment, continuance commitment, normative commitment were used. In addition, in connection with the professional ethics Ali questionnaire with 45 items in the whole seven-item Likert, questionnaire designed to evaluate professional ethics in Islamic societies. In relation to the political behavior, political behavior questionnaire A.J. Doubrin (1978), which according to experts the validity of three questionnaires confirmed for population and questionnaires reliability through Cronbach's calculated as questionnaires alpha coefficient for organizational commitment questionnaires 0.85, professional ethics 0.87, political behavior was 0.82 percent.

Findings

Table 1
Correlation coefficients of variables

		<i>Political behaviorr</i>	<i>Organizational Commitment</i>
Professional ethics	Correlation value	0.56-	0.60
	Significantnumber	0.02	0.000
Organizational Commitment	Correlation value	0.45-	1
	Significantnumber	0.01	0.000

As is evident from Table 1, according to a significant extent achieved (0.00, 0.02) and the value is less than the significance level ($0.05 < 0.00, 0.02$), there is a significant relationship between these factors is confirmed. There is a direct linear relationship between organizational commitment and professional ethics. In addition, there is an inverse linear relationship between organizational commitment and political behavior, as well as the relationship between political behavior and professional ethics.

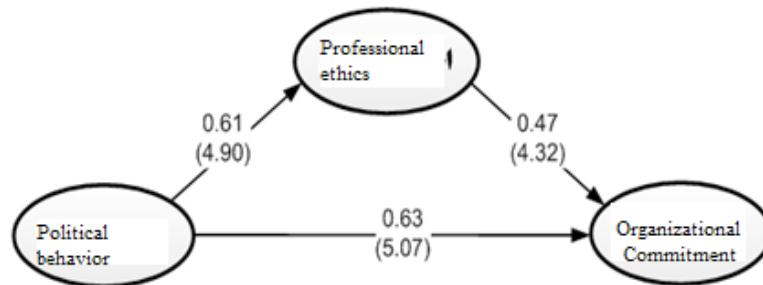
As Table 2 shows, the results of estimation indicate RMSEA index is favorable. RMSEA value is equal to 0.078. Limit RMSEA, is 0.08. LISREL output 2χ value is calculated is equal to 1058.97 than degrees of freedom 485 is less the number 3 and P-Value indicates not significant according to the chi-square statistic is a good fit. GFI, AGFI and NFI Index, respectively, 0.91, 0.93, and 0.95, which represents quite a high fit.

Table 2
Model fitness indicators

<i>df</i>	χ^2/df	RMSEA	<i>p</i> -value	GFI	AGFI	NFI
485	2.28	0.074	0.107	0.91	0.93	0.95
More than zero	Less than 3	Less than 0.08	More than 0.05	More than 0.9	More than 0.9	More than 0.9

Hypotheses Test

To evaluate all hypothesis of this study, we first calculate the path coefficient, development path analysis of regression method in fact, application of multiple variable regression related to the development of casual models is obvious. Its purpose is to obtain quantitative estimates of the relationships between a set of structures(Homan, 2008). In analyzing path, the relationship between the variables in a direction of flows and paths considered distinct.



Results rejected and confirmed hypotheses in Table 3 seen.

Table 3
Survey confirms or rejects the hypothesis

<i>Hypothesis</i>	<i>Effect</i>			<i>Significant direct effect</i>	<i>Approve / Reject</i>
	<i>Direct effect</i>	<i>Indirect effect</i>	<i>Total effect</i>		
Employees' Political behavior affects professional ethics.	0.61	-	0.61	5.46	Confirmed

Employees' Political behavior affects organizational commitment.	0.63	0.61*0.47	0.916	3.21	Confirmed
Employees' Professional ethics affect organizational commitment	0.47	-	0.47	3.92	Confirmed

The results show that the variables of political behavior, professional ethics influence on organizational commitment in the organization. The professional ethics variables the relationship between political behavior and organizational commitment regulated, in other words professional ethics with the impact on the political behavior of employees, resulting in increased organizational commitment in them.

CONCLUSIONS

Centuries ago, Aristotle said that man is a political animal and a small number have drawn him. This represents a simple revelation we to assume that political behavior in organizations is removable. He can find measures that the intrusive behavior of people in the area is reasonable and constructive. Political Behavior in organization is like a double-edged sword. One edge Makia and Lizmmeans separate policy of ethic and touching anything to achieve the goal. Employees also may in organizations with unjustified means to obtain results that are not justified by the organization, the realization of personal goals, by resorting to unethical means encouraged.

Then read the terms of political behavior. However, others speak of it as the second edge of the sword, it knows as the creative art that competing interests the people must reconcile to terms with each other to avoid exposure and coexist together and organizations is a place where individuals join and work together because their personal interests provided (John R., 1995). The results of the field study shows that political behavior has an impact on organizational commitment (0.63) on the other hand; professional ethics has an impact on organizational commitment (0.63). However, the effect is more with professional ethics, indirect effect of political behavior variable on organizational commitment (0.91) than their direct effect is more, and mediation role of professional ethics in this regard are effective. In fact, professional ethics makes political behavior as the second edge of the sword (creative arts). In addition, increase employee's organizational commitment. It could be argued that the existence of a positive relationship between organizational commitment and professional ethics in this study through research

findings, indicating significant positive relationship between professional ethics and different dimensions of organizational commitment among faculty members of Shiraz Islamic Azad university.

The results Koh & Boo (2004) suggest the existence of a positive relationship between the Singaporean managers between professional ethics and organizational commitment.

As the results achieved due to the correlation coefficient and path analysis model, the professional ethics among organization's members become more, their destructive political behavior that does lead to increased organizational commitment. Organizational commitment in this organizations will result employees connect emotionally with the organization so that the organization as their representative and its members to be happy and do their utmost to achieve the organization's goals.

SUGGESTIONS

One of the challenges of effective managers at different levels, how to create appropriate platforms for human factors working in all professions is their sense of responsibility and commitment to address issues in the community and observe their professional work and the ethics of the job (Yaghin Lu, 2003). Given the importance of professional ethics and its impact on different aspects of the organizational commitment and the political behavior of employees, it recommended that senior executives of general and professional ethics in the work highlighted data and as a model for others to follow step practical moral principles. As well as in-service training can, also order employees to ethical principles in the workplace and promoting professional ethics in the organization considered.

References

- Stoner, James, Freeman, Edward, (1986), *Manager*, Volume III, translated by Seyed Mohammad Arabi and Ali Parsaeian, printing, Institute of Business Studies and Research, Tehran
- Ashori, D., (1978) *Political culture*, Tehran, pearl, turn XI.
- John R., Shermerhon et al., (2000), *Organizational behavior management*, Mehdi Iran Nezhad Parizi, Tehran, Institute of Management Education and Research, the second dose.
- Robbins, Stephen, (1995), *Organizational behavior management*, Ali and Mohammad, Parsaeian and Arabi, Tehran, Commerce Research Center, the first
- Gholipour, Arian, (2007), *Organizational Behavior Management* (personal conduct), printing, Tehran: the side.

- Moshabaky, A., (1998), *Organizational behavior management*, Tehran, cashmere, first.
- Mehdad, A., (2008,) The relationship between stress, emotional exhaustion and organizational deviant behaviors Steel Company "evidence for the stress-burnout (imbalance) - compensation', social psychology (New Findings in psychology) Tehran, Volume 2, Issue 8
- Ali A. Scaling an Islamic work ethic. *Journal Soc Psychol.* 1988; 128(5): 575-83.
- Ansari ME, Ardakani MS. [Islamic work ethics and organizational commitment among employees of Isfahan University of Medical Sciences.] *Iranian Journal of Medical Ethics and History of Medicine.* 2013; 6(2):86-98. Persian
- Koh HC, El'fred H. Organisational ethics and employee satisfaction and commitment. *Management Decision.* 2004; 42(5):677-93.
- Nadi Ma, Hazeghy F. [Structural Equation Modeling of the Relationship between the Intention to Quit And Ethical Climate, Job Satisfaction, and Organizational Commitment Among the Staff Of Shiraz Private Hospitals.]. *Health Information Management.* 2011; 8(5): 699-708. Persian.
- Meyer J.P. Allen N.J. 1993. The Measurement and Antecedents of Affective Continence and Normative Commitment to the Organization. *Journal of Occupational Psychology.*63.1: 538-552.
- Rahgozar H, Samimi T, Molaei S. [Study of relation between professional ethics and organizational commitment.] *Spectrum: A Journal of Multidisciplinary Research.* 2014; 3(2): 231-9.
- Salem ZO, Agil SOS. The Effects of Islamic Individuals' Ethics on Organizational Commitment of Employees in Libyan Public Banks. *British Journal of Arts & Social Sciences.* 2012; 9(1): 64-78.
- Yaghinloo M, Javaherdashti F, Khaliliaraghi M. [Professional ethics principles, from design to operation]. *Tadbir*, 2003; 135: 80-8. Persian.