Individual And Organizational Factors Affecting On The Professional Ethics: Staff Of Bushehr Custom Main Office

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Abstract

The aim of this paper is to show that which are the most significantly individual and organizational factors affecting Professional Ethics among Bushehr Custom Staff, so two standardized questionnaires were applied to measure their view. Data was collected from 234 using Cadozier's questionnaire (2002) about Professional Ethics. Descriptive and inferential statistics were used to analyse the collected data. Findings show that there is a significant difference between Staffs' Professional ethics and their employment type and experiences. Also, there is a significant difference among responsibility, loyalty, equity and justice, Hegemony, respecting, respecting values and norms with professional ethics.

1. Introduction

Any organization needs to develop and use professional ethics standards to be dynamic and sustainable by which the directors and staff to commit to it and crate shared values to give profitability organization interests.

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One of the main concerns for efficient director is to make appropriate preparations for employees working in that organization to make them commit and responsible towards society and their professions to keep and concern the dominant ethical principles.

Professional Ethics is a set of rules which person do and keep them volunteer and innately without being forced externally (Tavassoli, 2008).

Regarding the significance of Professional Ethics in developing organization it is a need to pay attention to effectiveness and directing staff to the training of Professional Ethics in organization since today, no organization is able to develop without training, so it is compulsory to increase specialized training and skills required for any job while creating cooperative spirit, collectively shared working, and administrative ethics.

Paying attention to encourage organizational ethics means the learning a specific style of organizational life which is empowered by training but to determine the educational content, organizations must identify their needs based on the comparison of existing and desired status and it is the accountability to ethical charter and organization goals.

This paper is to survey Professional Ethics among the staff working in Bushehr Custom to explain individual and organizational factors related to their Professional Ethics. The main question is which individual and organizational factors affect Professional Ethics while explanation of staffs' Professional Ethics and inter organizational relations have been stressed, so the internal relationships between the staff, between staff and directors, and with clients (customers) can be explained some more clearly.

2. Review of Literature

Professional Ethics is one of the basic issues for all human societies. Currently, it is respected in so many countries and has been accepted as one of the related course to management and organization.

Surveying Professional Ethics among lawyers, Gharamaleki (2007) found that Professional Ethics was important before the lawyers and this relationship could cause them solve the problems easily and promote lawyers' stand.

Studying TQM and Professional Ethics, Saneiy (2007) could find that responsibility of organizations have recently increased so they had to try to play an effective role for Professional Ethics to analyze newly management styles including TQM.

Bathaiy (2009) could show that nurses were expected to keep Professional Ethics and the necessity of being trained was a challenge.

Ameli (2008) could also show that various definitions about Professional Ethics among mass media and he stressed to develop Professional Ethics principles as a basic concept among journalists.

Stating seven theses on professional ethics, Alonso (1996) claimed that professional ethics focuses attention on the good: what is good to do, what kind of good is served by each kind of profession, what kind of good lawyers, physicians, engineers, pharmacists, or journalists etc., are trying to promote and he added that professional deontology deals the above all with duties and obligations, and tries to articulate a set of norms which every professional must observe.

Strahlendorf (2004) stated that professional ethics helps a professional choose what to do when faced with a problem at work that raises a moral issue.

Rodriguez (20070 believes that in recent years, the training of professionals has emphasized more the development of technical skills and competences and very little the development of the ethical competence and it can not be the key to achieve social consistency.

3. Research Hypotheses

3.1. There is a significant relationship between staff responsibility (SR) and Professional Ethics.
3.2. There is a significant relationship between staff honesty (SH) and Professional Ethics.
3.3. There is a significant relationship between staff loyalty (SL) and Professional Ethics.
3.4. There is a significant relationship between staff hegemony (SHe) and Professional Ethics.
3.5 There is a significant relationship between staff respecting to others (SRT) and Professional Ethics.
3.6 There is a significant relationship between staff sympathy (SS) and Professional Ethics.
3.7 There is a significant relationship between staff respecting to social values and norms (SRSVN) and Professional Ethics.
3.8 There is a significant relationship between staff respecting to justice and equity (SRJE) and Professional Ethics.
3.9 There is a significant difference between staff gender (SG) and Professional Ethics.

4. Tables

Table 1. Relationship between Variances and PE (questions 1-8)

<table>
<thead>
<tr>
<th>Variance</th>
<th>Pearson's</th>
<th>Correlation Coefficient</th>
<th>$R^2$</th>
<th>$F$</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility</td>
<td>0.47</td>
<td>0.24</td>
<td>113.22</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Honesty</td>
<td>0.38</td>
<td>0.16</td>
<td>63.925</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Loyalty</td>
<td>0.42</td>
<td>0.19</td>
<td>85.016</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Hegemony</td>
<td>0.43</td>
<td>0.20</td>
<td>110.194</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Respecting to Others</td>
<td>0.29</td>
<td>0.09</td>
<td>25.116</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Sympathy to Others</td>
<td>0.32</td>
<td>0.14</td>
<td>86.207</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Respecting to Values</td>
<td>0.54</td>
<td>0.28</td>
<td>210.25</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>Equity and Justice</td>
<td>0.44</td>
<td>0.23</td>
<td>33.095</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

Table 2. Comparison PE based on Gender (question No.9)

<table>
<thead>
<tr>
<th>Gender</th>
<th>No.</th>
<th>Mean</th>
<th>SD</th>
<th>df</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>79</td>
<td>70.5</td>
<td>8.1</td>
<td>332</td>
<td>1.480</td>
<td>0.1</td>
</tr>
<tr>
<td>Male</td>
<td>155</td>
<td>62.9</td>
<td>13.4</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
5. Figure

Figure 1. The relationship between 8 variances and Professional Ethics

6. Discussion and Conclusion

Based on findings, as it could be predictable, Factors such as Responsibility, Honesty, Loyalty, Hegemony, Respecting to Others, Sympathy to Others, Respecting to Values, and Equity and Justice affected directly on Professional ethics and all of the hypotheses were supported while the observed difference between staffs' Professional Ethics and gender was not significantly accepted.

Organizational Development ia an entirely cohesively planned endeavour which is applied to improve organizational status by which it can make a better job condition for both individual and collective actions (Bathaiy, 2009); therefore, so many successful companies have tried to develop ethical strategy and believed that any organization must be equipped with an ethical culture, so the Professional Ethics has found a newly current stand(Ameli,2008).

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References