

ANALYSIS OF ETHICAL PRINCIPLES AND RULES OF PUBLIC EMPLOYEES

Ramin Bashir KHODAPARASTI

Urmia University, IRAN

Abstract. This paper aims to identify factors influencing the ethical behavior of people in public or private organizations. Generally, ethics is as a system of values, allowing the organizations to be distinguished as bad or good. In order to investigate the ethical principles, the Charter of the Square Model is used in this study. The statistical sample includes 145 men and women who have been summoned from three types of structures: irrigation management, telecommunications, and City Hall of Urmia (Iran). Results show that the three factors considered in the study - the administrative regulations and employment laws and principles; beliefs and behaviors of clients; and knowledge of the principles and provisions of the Code of Ethics, affect employees, and therefore, special attention should be focused on these three issues.

Keywords: ethics, business ethics, caring, responsibility and clientele

Introduction

Man is by nature a social creature who is in interaction with its surroundings. Success of people, society, and organization, depends on the patterns that people utilize. These models have emerged based on the character and temperaments of humans. If a man is right due to the rules and principles of human development his place is ensured. For centuries, the ancient texts of books have been inviting people to the truth and accuracy. Fortunately, not only is the light of moral principles faded, but this principle is the foundation of communication and social interaction in everyday life, that, professional organization for people who work within the standards and ethical standards as mandated are basically common in the rights of stakeholders. Therefore, every organization should develop and use a series of ethical standards to survive, in which all staff adhere to the organization's shared values among its professional form, and the thus, stakeholders of the organization benefit from it. Professional ethics is the branch of ethics. Under study and employment relationships, and express moral responsibility given that it is properly implemented, we can ensure the supplier on the best strategic decisions so that the interests of all stakeholders of the organization are included. By looking back at the world community, we find that all the root of all business owners which are vital to human life, take an oath on their duty to accept adherence to moral and ethical values adopted by the clarification protection act. If the enterprise is located to succeed and reach the goal as the future plans of the organization is located, then it would be fitted to the needs of its professional ethics. Necessity is the common belief among religions and human beings which is considered accurate and clear demands. Therefore, morality is considered as a social responsibility.

Social responsibility in the cause of achieving organizational goals – which means the abilities and capabilities, be in a safe and comfortable environment. Peace is an organization occurs when an individual does his/her du-

ties properly in the organization and all stakeholders have full consent of the employee. The tasks in an organization are divided into two categories: Professional or ethical obligations. But the moral duties are to obey the law, for example, the duty to inform the public about the moral law is due to be made to inform the audience. Ethics is related to the moral rights of the individual and intra-personal communication behavior.

Background research

The first theory about the moral obligation to respect concerns about the theory of Immanuel Kant (1724-1804); he divides his theories of ethics into 3 categories. The first theory is based on the principle that ethics is part of the experiment. The second set of rules and moral principles of the theory is that the speakers are talking in particular mindset. Finally, the third set of moral principles and commands is a witness to back and believe that man is in a certain intuitive understanding that he would be aware of the principles of absolute morality. McDaniel (2004) moral government of the dominant values in the society and world governments would reflect his available values. Thus, Ethics Reflection and reflective prevailing values will be in the range of organizational activities and tasks. Tafarodi & Swann, Jr. (1996) have emphasized the individualism over collectivism and believe that managers need to preserve liberty and value individual and collective interests and social interests as well as to pay respect, and Corporate Ethics Charter should also be based on these two pillars. The Maxwell Charter of ethics has a major role in shaping the behavior of employees in organizations (Maxwell, 2003). Prism can outfit activities of the organization, its units and members to maintain goals and to mobilize public interest. For the employees of the organization in terms of standards and regulations to internalize moral principles and prevailing values of society and the individual act, the process of understanding and

knowledge, and the ethics of exploring and developing the individual and the organization should be analyzed. Statute or charter is a formal document that moral and ethical principles and moral values and its value have been specified. In this document, the organization's expectations of ethical behavior of individuals are written. Effective professional development is a public service organization designed to support the Charter and is of general interest.

The expressed solution

Corporate Ethics Charter, is a set of methods and solutions that Do's and Don'ts should be done and the way the government's function has given a clear and precise manner makes them available for selection and criteria for decision-making. Ethics Charter organization promoting the organization has facilitated the way for its implementation by the representatives of the people and the politicians, and it enables an objective. Not available on models and principles that establish and define morality can make inferences based on the person and their personal feelings, however, is far from rational, to act. Perhaps it's the best view of action, but this body has hurt the community and destroyed the firm. Compiling the Code of Ethics for public officials left open due to the decision adopted by a competent and free from ambiguity and conflict remain. Public management scholars have provided different perspectives on organizational ethics charter, in which two of them are as in the following: (A) Laws and regulations are not capable of all the decisions and actions of public sector managers and brokers anticipate and provide for the manner and way of doing things; As a result, many of the laws would be very useful without the value of a set of ethical guidelines. Charter ethically shows the correct, good work and makes certain decisions and the uncertainty is resolved; (B) Comprehensive guidelines and principles of organizational ethics must be complete and comprehensive to cover their actions and activities and include different forms of aspects and different management practices.

Ethics and principles governing the organization of official position

Ethics aims to raise the level of culture and human values in country offices and these ideas have been developed to incorporate the thinking and practice of government employees. Accordingly, it is necessary to follow the following principles.

Principles of the charter

(1) *The principle of equality*: all persons are equal before the law and employees should behave in an equal condition and the same (without any discrimination); (2) *The rule of law in all business relationships*: all official state is based on law and all actions and decisions of public administration of employees (managers and staff) must be based on respect for existing laws and regulations; (3) *The principle of the circuit*: the ultimate goal of all government departments is to provide an equal service to the public. Thus, employees of government agencies must comply and serve people with ethical behavior in all their actions consider their duty in benefiting people and communities in making decisions; (4) *Principle of respect and trust*: staff attitudes and behavior with others (superiors, subordinates, colleagues, clients, etc.) should be based on the respect and confidence of their side action; (5) *Principle of transparency*: all strategies and organizational strategies should be completely transparent to employees in order to let stakeholders and clients provide competent to handle the situation they are fully informed in all areas; (6) *Accountability principle*: actually, government agencies have been created to meet the needs of people and society. So it is their duty to carry their own burden for their actions and decisions and be accountable to the people; (7) *Principle of abuse of position*: all government employees should realize that the positions they have in an office is to serve the people, and any personal

abuse of the authority should be prohibited; (8) *The principle of loyalty and commitment to the organization*: employees of administrative units in which they are employed must be fully faithful to the organization and preserve it under any circumstances (other than legal matters) and do their best to promote its operation level; (9) *Applying the skills and expertise*: staff should do their best to learn any necessary skills within the organization and outside the organization through training, and use their ability to do their job efficiently.

The pros of charter

(1) To do occupational and organizational tasks and responsibilities; (2) To pay attention and observe discipline in the organization's activities; (3) To have perspiration and precision in carrying out duties and responsibilities precisely, accurately, and on time; (4) We should try to keep updating our knowledge in the field of organizational activities; (5) We should respect the value of new ideas and implementing them into logical respective executive and make use of administrative system to work; (6) We should try to increase productivity through increased productivity efforts by the scope of our activities; (7) We should try to use facilities, equipment and investments properly in the administrative system; (8) The activities and interactions, relationships, ethnic, sexual, racial, religious, and etc. should affect on our decisions and actions; (9) We should try to take the spirit of criticism and constructive criticism of others as an opportunity to improve our understanding and activities.

Design problem

One of the most fundamental problems of Code of Ethics is how to properly manage it. Kruger (2009) says many managers when making changes to the exterior of the iceberg, only have a surface view, while a necessary and successful change is needed to overcome its obstacles. Based on the assumption that Krueger (2009) discusses about management changes, what barriers

may exist and how to deal with their managerial style to use depends on two items: the type of change and the transformation procedure.

The type of change

(i) Hard cases (business processes) that can have a minor damage; (ii) Soft case (mindsets, readiness, admission) that the problems are rooted in organizations and can have damaging effects on the body.

Material change

Sometimes when there are two slops in ethical progress of an organization, they are known as a paradigm of right and duty, and other pests look to be delivered. One of the distortions and misunderstandings in which organizations face with the path to moral development is employee's attitudes toward the subject "rights and duty." If "paradigm I'm right and duty to others" is the foundation of the organization's activities, the organization will lost its sense of individual responsibility and nothing will remain to professional ethics in the organization. But if "the paradigm of the right and duty" stand as the basement of the relations, sense of ethical behavior will be formed and will be best manifested in all activities, both internal and external to the organization. Delivery of the review has been identified as the most prominent problem in the beginning of the twentieth century. Today political and economic theorists have paid special attention to this approach: for instance, Lyndon LaRouch, Jr. explained this dilemma to a mentality, which refers to the "fish bowl". The explanation of LaRouch, Jr. about fish bowl is a human mind that is inconsistent with the reality of the world's ideas and imagination.¹⁾ Misconception of ethics has impact side effects; as it can be said to be one of the main obstacles to the development of professional ethics in the organization. One of the signs that you can look through to delivery in the organization is that everyone goes for it based on his/her attitude of activities. The idea that every employee

has leads him/her toward the job. Directors also tend to promote ethics in the organization's execution based on their point of view. So imagination is inadequate to prevent the development of ethics in organizational culture.

The research model

In this study, the model Chi-Square is used. One of the most famous non-parametric statistics is χ^2 test that is used for statistical analysis a lot. The testing process is divided into a variable number of classes which explains how to calculate the Chi-Square test. This model is used to fit the observed frequency with the expected frequency independent test variables and also in the variables used to test the homogeneity. The statistical sample forms including 145 men and women who have been summoned from three irrigation management, telecommunications, and municipal Urmia (Iran). Randomly sampling has been performed. In order to gather data for the study consisting of a questionnaire, the same 20 questions are used for the three irrigation department and municipal enterprise that comprises the two yes or no answers.

Statistical assumptions of the study

(1) Principles of ethics and code of conduct for the attending employees; (2) Principles of ethics and code of workers due to employment laws and administrative regulations; (3) Review the principles and criteria of Ethics staff due to the influence of conscience and consciousness.

Methods of data analysis and hypothesis testing

As well as it was mentioned above, hypotheses test regarding the questions and answers from the questionnaire is used to see whether the data indicate the assumptions made or that they influence the (χ^2) test. The following table of bilateral agreement shows the frequency of the expected data and the homogeneity between them (Table 1).

Table 1. Frequency of data and frequency of expected homogeneity between them

| | Response | | | | Response | | |
|----|----------|-------|-------|-------|----------|-------|-------|
| | Yes | No | Total | | Yes | No | Total |
| 1 | 101 | 44 | 145 | 11 | 105 | 40 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 2 | 95 | 50 | 145 | 12 | 83 | 62 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 3 | 112 | 33 | 145 | 13 | 84 | 61 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 4 | 107 | 38 | 145 | 14 | 101 | 44 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 5 | 93 | 52 | 145 | 15 | 79 | 66 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 6 | 104 | 41 | 145 | 16 | 77 | 68 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 7 | 83 | 62 | 145 | 17 | 76 | 69 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 8 | 108 | 37 | 145 | 18 | 79 | 66 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 9 | 112 | 33 | 145 | 19 | 89 | 56 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| 10 | 106 | 39 | 145 | 20 | 72 | 72 | 145 |
| | 93.35 | 51.65 | | | 93.35 | 51.65 | |
| | | | | Total | 1867 | 1033 | 2900 |

The test statistic (χ^2) is equal to 100/462 and with 19 degrees of freedom and the value of the statistic $\chi^2_{19} = 32.8523$ (χ^2 with 19 degrees of freedom in the 0.05) is always larger, so the assumption of independence $\alpha = 0.05$ are rejected. Also, P-Value (the value of the test of independence) is smaller from 0/05. Consequently, the three assumptions of the statistical office, employment etiquette, behavior referrals and also ideological principles and knowledge of provisions of the Code of Ethics affect employees.

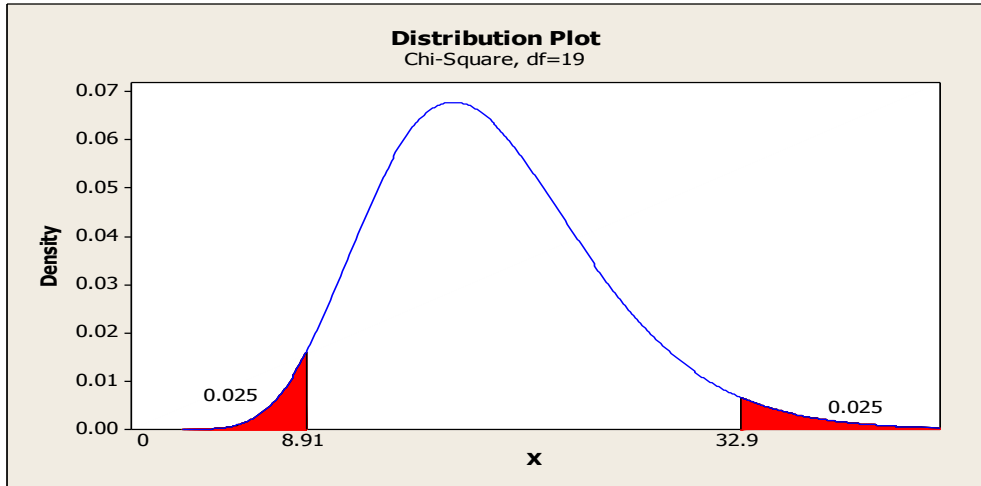


Fig. 1. Distribution of χ^2

Graph $p(1) \chi^2$ (Fig. 1) is related to the distribution with 19 degrees of freedom in which the red part of the chart test shows a significance level of 0/05 and is a strong reason to refuse the test supposed to be independent.

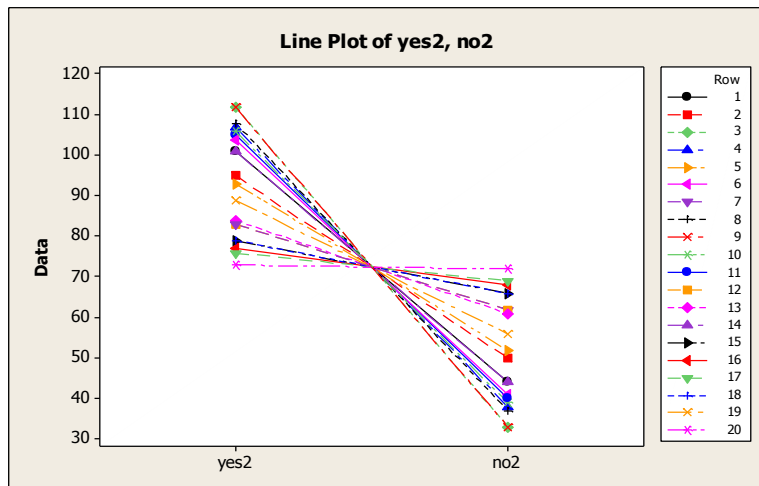


Fig. 2. Distribution of the given responses

Graph p(2) (Fig. 2) shows all responses from the questionnaire, irrigation, and municipal enterprise in which yes answers have been more common than no answers and logical responses include the survey conducts.

Conclusion and summary

Almost all decisions affecting personnel, practices moral beliefs. Given that labor is always in balance with others, thus creating one of the most important issues is considered a competitive advantage. People's attitude on the quantity and quality of work performed in the organization has a great impact on the organization, and employee who has a good sense of purpose of work will continue work with more satisfaction and will cause the organization to promote. Ethical behavior can minimize the differences between the different classes of the organization and enhance mutual trust and reduce the costs of the organization's performance management. Moral intelligence within organizations increases employee engagement and compliance with internal and external stakeholders which causes legitimate actions. Thus, the legitimacy of the actions of an employee's perspective, justice and fairness and ethical charter in employment and improve wages commensurate with the demands of society and culture, is of the most fundamental problems in any organization, whether private or public firm. Lack of ethical behavior of employees within the organization can have positive and negative consequences. The positive outcome is Health Administration, and the negative impact is corruption which is shown in forms such as bribery, favoritism, organizational power for personal benefits, discrimination between clients and etc. The results of this study about the hypothesis test show that in order to observe ethical conduct in the organization, affecting factors should be concerned; Among the factors, influencing the behavior of visitors, Impact of employment laws and administrative regulations and principles of conscience and consciousness, all of which have a significant relationship with ethical conduct by employees.

NOTES

1. http://en.wikipedia.org/wiki/LaRouche_movement

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✉ Dr. Ramin Bashir KHODAPARASTI
Department of Management
Urmia University,
Urmia, IRAN
E-Mail: nima_ramin85@yahoo.com

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