The relationship between organizational commitment with respect, compassion and professional moral superiority of Yazd staff governor

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ABSTRACT: One of new approaches, especially in organizations is professionalism and commitment principles. Professional ethics and organizational commitment are the most principles. This study aims to investigate the interactions of the components of professional ethics and organizational commitment in YAZD Governors staff. The method used in this study is a survey questionnaire data and using simple random sampling method was collected from 183 employees of YAZD governor. To assess the reliability use the cronbach s coefficient. Data were analyzed using SPSS statistical software. Professional ethics was measured in standard questionnaire of 16 items. The findings indicate that organizational commitment and professional ethics too moderate and in general were between organizational commitment and respect for others, compassion and respect for others and respect for ethical values and social norms.

Keywords: professional ethics, components of professional ethics, organizational commitment, standard staff, YAZD city.

INTRODUCTION

On the threshold of the third millennium (the fourth decade of revolution) that science, technology and human civilization have been made special and distinctive features, and science and technology widely and rapidly is progressing on field of the life and human civilization, a new approach is required in encounter with complex personal and social issues. Having and obligating to order of principles of professionalism, One of these new approaches particularly in the organizations. Professional Ethics and organizational commitment is the most important these principles.

Professional associations, principles of professional ethics, which is like the conscience of the awake, performance and results of monitoring and controlling the behavior of members of the profession, codified to present a clear image of the exact nature of profession and domain of their activities to professionals with responsibility and full commitment pay to the community issues and ethics principles observe governing on the profession and adhere to it because the responsibility and obligation is from adherence and principle observance of the ethics (salamati,2009:1).

Definition of ethics

Ethics science is the branch of philosophy that guidelines for the correctness or incorrectness of the mapping exercise. Morality is from the Greek word «Ethos» means the character is. Ethics, from the Latin word «Moralis» means the character and style of drawing is. Both are drawn to the meaning of the word, the fundamental style of ethics in which behavior is not only common, but both are correct. The literal, ethics, is used sometimes common sense and the purpose of it all is the internal attributes of man, whether good or bad, but in most case, Specific moral

meaning is applied "good moral behavior and characteristics" . Therefore, ethical behavior is behavior that is consistent with human values.

Literature

Black (1999), the study examines the relationship between ethics and components of organizational commitment. His research found that predictors of organizational commitment to professional ethics and the ethics of a particular impact on the emotional commitment.

Dervish (2000) did study titled "Organizational commitment as a mediator between the Islamic work ethics and attitudes toward organizational change" a summary of the study are as follows:

The study check out role of organizational commitment as a mediator between the Islamic work ethic and attitude toward the study of institutional change. The research carried out among 474 Muslim employees from 30 organizations of the area five of United Arabic Emirates The results of the analysis showed that positive impact the work ethic of the different dimensions of attitudes toward organizational change and organizational commitment. In addition, the role of affective commitment is mediated on effect Islamic work ethic both emotional commitment and of behavioral attitudes toward organizational change. On the other hand, the continuous commitment and work ethic norms due to the effect of the cognitive dimension of attitudes toward organizational change.

Still another study by Dervish (2001) to take among 425 Muslim employees from several departments of the United Arabic Emirates were examined the relationship between professional ethics and organizational commitment and job satisfaction. .If the results were positive and significant relationship between ethics and organizational commitment and ethics are the dimensions of organizational commitment and job satisfaction in relation to some aspects. Significant relationship is with job satisfaction and organizational commitment to professional ethics.

Ladbo (2002) carried out research as' organizational commitment and faculty members of universities in Nigeria determination " come to the following conclusions:

This study examines the factors that affect organizational commitment of faculty members of the University of Nigeria . Sample of 302 full-time faculty members from four universities were selected. The results of this study show that there is negative relationship between the need to have reputation and commitment, while organizations credit, working conditions, job satisfaction, supervising relationships and requirement to self actualization have significant relationship with commitment. In other words, it is recommended that faculty members may increase organizational commitment through the socialization process through coordination their sense of identity with organizational values.

Akpra and Vienna (2008) Research entitled "impact professional ethics on job satisfaction and organizational commitment in Nigeria" did come to the following conclusions:

The aim of this study was to evaluate the effect of professional ethics on job satisfaction and organizational commitment, and moral action on the performance of managers in Nigeria. The study is done in four business banking institutions, industrial enterprises, transport and architectural- and a sample of 409 managers of the mentioned companies .The result of this study showed that relation between professional ethics and aspects of satisfaction. So the positive and significant correlation between professional ethics and organizational commitment.

Ahmad (2011). Research on the relationship between and organizational commitment in the food industry as did the abstract and summary of this article is as follows:

In this study, Allen and Meyer's model was used to identify organizational commitment. To check this, a sample of 210 people from 15 companies were selected from food industries in Kordestan. For collecting data to assess professional ethics were used surface questionnaire and Allen and Meyer (1990) is used to measure organizational commitment. The results of this study show that, between professional ethics and organizational commitment and its dimensions are statistically significant. In the end it should be noted that this thesis is based on this article.

Ariel and her Chtmn multidimensional models built based on the assumption that commitment deliver ,the attitude towards the organization and has the mechanisms through which they can shape attitudes. Therefore, based on the work of Coleman in attitude and behavior change, "Ariel and Chtmn" believe that the link between the individual and the organization can follow three forms, follow, identification and internalization. Follow, Compliance occurs when the attitudes and behaviors consistent with those adopted in order to obtain certain rewards. Replication occurs when an individual accepts influence because of the build or maintain satisfactory relationships. Finally, the internal behavior of the derived values or objectives, or goals reflect the values matches (rahnamaye Rvdptshy and Mahmoodzadeh, 2008: 44).

Model "Meyer and Allen»

The general acceptance of multidimensional models and research organizations over the past 23 years, Allen and Meyer used a three-dimensional model. Meyer and Allen, their model based on similarities and differences observed in the one-dimensional concept of organizational commitment was made, before that it was the discussion

of organizational commitment. The general discussion was to link one's commitment to the organization, and therefore, this link will reduce the likelihood of turnover. They distinguish between three types of commitment, distinguish Affective commitment refers to the emotional attachment to the organization. Ongoing commitment to wanting to stay in for because of the costs of the leave of the organization or resulting rewards of staying in the organization. Finally, normative commitment reflect a sense of obligation to remain in the organization as a member reflects; In fact a moral belief and commitment create this sense that to remain in the organization is right and moral. Each of the various forms of commitment to the organization and connects differently affects the behavior of employees in the workplace (Shahnawaz and Jvyal, 172: 2006). Figure (2-6) scale model of Allen and Meyer and variables that affect the size, is shown.

Hypotheses
- Is there relationship between the level of organizational commitment to the ethics of respect for others Yazd County staff?
- Is there relationship between relationship between the level of commitment to the ethics of empathy with others Yazd County staff?
- Is there relationship between the level of organizational commitment with respect to the values and norms of ethics Yazd County staff?
- What are the ethics of Yazd County employees?
- What is the level of commitment of the Governor of Yazd?t.

MATERIALS AND METHODS

Methods: The sample
This study, is descriptive _survey research that aims to describe the phenomenon of professional ethics and its components and organizational commitment. Since in this paper we attempt to analyzed the relationship between variables (components of professional ethics and commitment) analysis, the correlation method, including descriptive research methods were used.

All employees, staff and governors and deputy governors of Yazd, constitute the study sample. Based on information from the public relations of the Governor of Yazd, the number of staff at the time of this study is about 345 people. In this study, the sample size was calculated using Morgan. Given the number of members of the society and the Morgan sample of approximately is 183 people. For selection due to the limited availability and systematic sampling was used in the statistical society. That refer to the organization, after explaining and talking with members of the sample, sample members were given questionnaires. After filling in the questionnaire and return it by the respondents of the questionnaire were analyzed.

Data
In this study on the three questionnaires were used to collect data.
A: footing factors: This questionnaire is a validated questionnaire to measure personal characteristics, such as the study subjects such as age, sex, type of employment, history, etc…
B: profession ethics: the second questionnaire, to assess the professional ethics are explored. This 6-item questionnaire developed by the characteristics of Kadvyrz dependent to ethics is discussed. 8 components has (professional ethics component with 8 measures). That items relating to each component are as follows:

Table 1. Factors related items Professional Ethics

Components	Items
Respect for others	1-2
Empathize with others	3-4
Respect to the values and norms	5-6

This questionnaire is designed in the form of 5 choice Likert spectrum, from very low to very high option. To score this questionnaire is a number assigned to each option. This means that very little option is devoted number 1, little option number 2, the average option number 3, high option number 4, very much option number 5. To obtain a score for each subject we are together the scores that obtained from each item. so each subject obtains varies score between 16 to 80 in Business Ethics.
C. Organizational Commitment Questionnaire: Another questionnaire was used in this study, is a questionnaire Organizational commitment. The questionnaire was designed by Allen and Meyer (1984) and has been used by

diverse researchers in Iran. The questionnaire consisted of 24 questions that organizational commitment is measured in three dimensions. Items related to each dimension are as follows:

Table 2. items associated with the components of organizational commitment

Components	items
Affective commitment	1,2,3,4,5,6,7,8
Continued commitment	9,10,11,12,13,14,15,16
Normative commitment	17,18,19,20,21,22,23,24

Above questionnaire is designed as well as on regular basis 5-choice Likert scale options from completely disagree, disagree, have no idea, agree and I agree completely. Most questions have a positive content and is awarded order of the options above values 1, 2, 3, 4 and 5. But the question 4, 9, 14, 15, 17 and 18 of the questionnaire, the theme was negative and grading will be the reverse of this form of options completely disagree, disagree, have no idea, agree and I completely agree with the 5, 4, 3 , 2 and 1.

Reliability and validity of assessment tools and collecting information for validity of two questionnaire used in the study was used experimental performance on a random sample. Therefore, 30 questionnaires were distributed among participants and then collected and using Cronbach's alpha, professional ethics 85/0 reliability and validity of the questionnaire was 80/0 commitment was obtained. Face and content validity of the questionnaire has been approved by the relevant authorities. About Allen and Meyer organizational commitment questionnaire using Cronbach's alpha reliability of the questionnaire by 71/0, respectively. The Al Agha in 2007 in his study of the reliability of the 1/69 cent announced.

The number (five) of experts and advisors and counselors were related fields, observe two above instruments to and its validity was confirmed.

The method of analysis of data collected

To analyze the data in this study, two methods of descriptive and inferential statistics were used. For this, first the frequency of demographic variables with distribution tables and graphs will be evaluated and then hypotheses will be tested. To analyze the data to fit a variety of hypothesis tests such as Pearson correlation coefficient, ANOVA, and chi-square test was used. So for recitation to hypotheses 1, 4, 5 Pearson correlation coefficient will be used. To predict changes in two question, regression analysis is used. ANOVA test will be used to test hypotheses two and three.

Descriptive findings

According to data from the descriptive findings of this research subjects can be discussed and summarized as follows:
- The results showed that 16.9 percent (31) of the respondents were women and 82 percent (150) men.
- In addition, education, 6.6% (n = 12) of respondents diploma, 7.8 percent (16) master of diploma, 6/59 percent (n = 109), BA, 0/23 percent (42%) Master of science 1.1 % (2 patients) had a PhD.
- Also, 18.6 percent (34) of the respondents were younger than 30 years, 3/44 percent (n = 81), 40-30 years, 26.8 percent (n = 49), 50-41 years, 7.7% (14 people) over 50 years of age.
- Statistics also showed that past function of 17.5 percent (32) of the respondents have less than 5 years, 18.6 percent (34 cases), 5-10 years, 23 percent (42cases), 11-15 years, 10.4% (19 cases), 16-20 years, 16.4% (30 cases), 21-25 years and 4.10% (19cases) over 25 years.
- And finally the numbers indicate the type employed 21.3 percent were (39 cases) of respondents treaty,43/7 percent (80 cases) established and 27.9 percent of (51 cases) also were contract.

Inferential findings

The relationship between organizational commitment and respect to the values and norms of ethics with a correlation coefficient is significant 0.288 (sig=0.000) a moderate correlation between the two variables. In the sense that increase organizational commitment, respect towards the values and norms of ethics increases, so there is hypothesis of organizational commitment with respect to the values and norms of ethics County staff Yazd confirmed.

16 items in the questionnaire was included to measure the ethics of professional ethics items so the scores of 16-80 and an average theoretical ethics case study to compare mean is equal to 48. Given that the average scores obtained in the sample 63.961and no more than average is (48), So the hypothesis of ethics staff Yazd Governor approved more than average confirmed.

To assess the commitment of 24 items were included in the questionnaire items, so the scores of 120-24 and theoretical mean that means commitment to professional ethics case study that compares equal to 72. Given is that the average variable in 83.15 samples obtained and more than average (72), so the hypothesis of commitment Yazd Governor is more than average confirmed.

The relationship between organizational commitment and respect for others, ethics and the correlation coefficient is significant 0.174 (sig=0.019) a weak correlation between the two variables. In the sense that increase organizational commitment, respect for others, ethics dimension increases, so there is hypothesis between organizational commitment and respect for others, ethics staff later yazd confirmed.

The relationship between organizational commitment and compassion for others, ethics and the correlation coefficient is significant 0.244 (sig=0.001) and weak correlation between the two variables. In the sense that increase organizational commitment, professional ethics as well as increase the empathy with others, so there is of commitment to the ethics of empathy with others Yazd County staff confirmed.

The research Proposed

Considering the fact that research has not been paid to the study of ethics, Eager to researchers recommended, to investigate the relationship between ethics and organizational aspects with other variables such as the obligation.

Since this study was conducted in the city of Yazd, is proposed to take place in other cities and provinces, as well as to allow comparison between cities and provinces provide Factors affecting factors of ethics.

Much research has been done on the ethics of the study is cross-sectional, Although it has many functions, but need to cross an interval, the researchers repeated the trends and factors affecting their professional ethics among accurate identification, and this in turn can be helping to the proper authorities, with a view to the future, to take appropriate policy.

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