

The relationship between professional ethics and job satisfaction among the employees of Physical Education Organization of Mazandaran province of IRAN

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Abstract: In this research, we investigate the relationship between professional ethics and job satisfaction. Given the nature of the problem, this research is a quantitative -descriptive and correlation research. The statistical population of this research includes all of the employees of the Physical Education Organization of Mazandaran province that are 200 people. The sample size is determined by the Morgan table and is 127 people. Sampling method is a random stratified method (due to the existence of different occupational levels) with proportional selection. A questionnaire was used to collect data. This included a standard questionnaire of professional ethics and a standard Smith-Hyolin's job satisfaction questionnaire. Inferential statistics techniques including Kolmogorov-Smirnov test, Pearson correlation test, structural equations and regression were used to inferentially analyze the data and test the research hypotheses. After assessing the data and the necessary examinations, it was revealed that professional ethics has a significant relationship with job satisfaction of employees and the most important factor affecting employee job satisfaction is accountability, equity, honesty and trusteeship, respectively.

Keywords: Professional Ethics, Job Satisfaction, Work Ethics

INTRODUCTION

These days, failure to observe some ethical standards has raised many concerns in governmental and non-governmental sectors. The fall of behavioral criteria in the public sector has led researchers to seek the theoretical foundations in this regard and can provide the appropriate direction for their implementation (Giyoriyan, 2003). We need to take a look at the past that the management principles governing the organizations, such as Taylorism and the principles of bureaucracy, avoided implementing ethics and using this important affair and the observance of professional ethics was not one of the main concerns of managers. But clearly today, with more specialized works and a more competitive activity environment for organizations, recognizing and applying professional ethics is essential to maintain competitive advantage. It is anticipated that, in the near future, as much as we move toward the professionalization of employees and the shrinking of organizations, observing the principles of professional ethics in the organization becomes more important. We should not overlook that in the future, each person is an employer for himself, and people tend to work in a space that is in a higher level than themselves in terms of professional ethics. In Iran, due to the implementation of the forty-fourth principle of the Constitution and the privatization of government agencies, it is necessary to consider the optimal infrastructure for this development. Professional ethics are becoming more important than before because specialist forces are looking for the best work environment and contrary to government mechanisms, the separation of employees in the private sector due to dissatisfaction with factors in the environment is much more and the possibility of finding a job with a favorable environment is easier. As it is clear from the above, employee job satisfaction is also important and should be taken into consideration. In fact, when a person has a positive feel for his job, his performance, his commitment to the organization, the motivation to work and has the dynamics needed, and helps the organization in the best possible way to achieve its goals. Therefore, it is important to understand the factors affecting professional ethics, job satisfaction and the relationship between the two. According to the above, this research seeks to answer the question that is professional ethics related to employee job satisfaction? Regarding the study of theorists and theorists of professional ethics within the country, it is possible to refer Qaramaliki studies that have published several volumes of books, including Professional Ethics, Organizational Ethics, and so on. Other researchers, including Davani (2011), Yousefy (2011) and Sarmadi (2007), each in their turn, have contributed to the theorizing or promotion of scientific recognition of professional ethics. Outside the country, there are many theorists who have done research on professional ethics, but undoubtedly Chester Barnard's notes and

speeches (1938) should be the basis for these studies. In the following, David writes in the Strategic Management Book: "In the organization, good ethics is one of good prerequisites for good strategic management, and good ethics means good company. It is also worth mentioning the work of Gillian and Kohlberg (1988) and the Joseph Ronteri Foundation (1991) on professional ethics. In a more academic and scientific way, in 2004, Paul Ackestel in his book gave a detailed account of computer science ethics. The Center for Political Science in USA, sponsored by writers such as Herson (2012), published a book titled "Professional Ethics in Political Science."

MATERIALS AND METHODS

Given the nature of the problem, this research is a quantitative -descriptive and correlation research. The statistical population of this research includes all of the the employees of Physical Education Organization of Mazandaran province that are 200 people. The sample size is determined by the Morgan table and is 127 people. Sampling method is a random stratified method (due to the existence of different occupational levels) with proportional selection. A questionnaire was used to collect data. This included a standard questionnaire of professional ethics and a standard Smith-Hyolin's job satisfaction questionnaire. The Kolmogorov-Smirnov test was used to test the hypothesis of research based on the non-normality of the distribution of data related to the variables of professional ethics and job satisfaction among employees of the physical education organization of Mazandaran province.

Table 1. Results of the Kolmogorov-Smirnov test

Variable	Number of respondents	Z	Sig.	Result
Professional ethics	126	0.109	0.001	The acceptance of the hypothesis of the non-normality of the distribution of data
Job satisfaction	126	0.009	0.000	The acceptance of the hypothesis of the non-normality of the distribution of data

According to the results presented in Table 1: The hypothesis of research based on the non-normality of the distribution of data related to professional ethics and job satisfaction among physical education employees of Mazandaran province is accepted.

Spearman correlation coefficient was used to examine the relationship between professional ethics and its components with job satisfaction among the employees of Physical Education Organization of Mazandaran province.

Table 2: Relationship between professional ethics and job satisfaction

Variable	r	Sig.
Professional Ethics	0.915**	0.000

** Significance at 1% error level

The results presented in Table 2 show that professional ethics has a positive and significant relation with one percent error rate with job satisfaction among the employees of Physical Education Organization of Mazandaran province. In other words, with a 99% chance, it can be stated that with increasing or decreasing professional ethics among employees of the physical education organization of Mazandaran province, job satisfaction among them also increases or decreases. Therefore, the main hypothesis of the research that is there is a positive and significant relationship between professional ethics and job satisfaction among employees of the physical education organization of Mazandaran province is confirmed. In order to investigate the effect of professional ethics components on job satisfaction of the employees of Physical Education Organization of Mazandaran province, multiple regression analysis was used in combination. Based on the results presented in Table 3, the statistics of the inflation factor of variance and tolerance index have ideal values. Also, the value of ANOVA is significant at the level of 1% error. Therefore, it can be said that there is no collinear relationship between independent variables and the regression model of the effect of professional

ethics components has a good fitness on job satisfaction of the employees of Physical Education Organization of Mazandaran province.

Table 3: Regression of the Effect of Professional Ethics Components on Job Satisfaction

Predictive variables	R	R ²	AdR ²	F	Sig.
Professional ethics components	0.949	0.90	0.897	273.02**	0.000

** Significance at 1% error level

The results presented in Table 3 show that the components of professional ethics are the main predictors of job satisfaction among employees of the physical education organization of Mazandaran province; so that the value of multiple correlation coefficients (R) in this regression equation is 0.949 and its coefficient of determination (R²) is 0.900. In other words, 90 percent of variations in the variance of dependent variable (job satisfaction) are explained by the components of professional ethics, namely honesty, equality and fairness, trusteeship and accountability among the employees of Physical Education Organization of Mazandaran province.

DISCUSSION AND CONCLUSION

The main hypothesis of the research was that professional ethics has a significant relationship with job satisfaction of the employees of the physical education organization of Mazandaran province. In order to investigate this hypothesis, the test of means comparison, correlation analysis and multiple regression analysis in combination were used and the results obtained from these methods suggest confirmation of this hypothesis. It means that with 99% chance, it can be stated that increasing or decreasing professional ethics among employees of the Physical Education Organization of Mazandaran province, job satisfaction among them also increases or decreases. Therefore, it can be said that community members agree that professional ethics has been effective on job satisfaction. The results of this hypothesis are consistent with the studies of Enayati (2014), Qaysari (2013), Bahagir (2011), Daroo'ian (2011), Mechanic (2015), and Scheipker (2001). The reason for this significant relationship between professional ethics and job satisfaction is the effect of professional ethics on job satisfaction. In other words, job satisfaction is affected by a variety of factors, including considering ethical principles and professional ethics principles in their service place.

Suggestions

In this section, based on the hypotheses and findings of the research, suggestions are made for the officials of the Physical Education Organization of Mazandaran province so that they can use the suggestions to protect their organizations against the loss of skilled manpower and to promote job satisfaction of employees.

Suggestions based on research findings

Honesty is one of the important factors in employee job satisfaction. Therefore, it is suggested that the Physical Education Organization of Mazandaran province should make effort in order to increase the honesty and create a safe atmosphere for the expression of the facts in the organization, and in this way, it should use tools such as incentive and rewards mechanism, which in itself this virtue is institutionalized among all employees.

Establishing equity among employees of the organization of physical education is especially important. Therefore, it is desirable that this organization works professionally and maintains the general policies to be so flexible that all employees can feel that they are treated equally. In order to achieve this goal, it is necessary to mention that the employee that has more effort should receive more reward. The goal of equity atmosphere in the organization is that all employees are equal in terms of laws and regulations and no one is distinguished from the others.

Trusteeship is the last important component of job satisfaction that the Physical Education Organization of Mazandaran province promotes this characteristic among all employees with proper planning and proper mechanism that one of the practical ways of doing this is holding cultural and cultural-educational classes and holding training courses.

In fact, the objective representation of all previous factors can be seen in the component of accountability that employees find an intrinsic requirement to desirably perform the activities and make effort to

grow the organization. Proper planning, proper implementation and precise control are needed to ensure that this important thing in the organization is best institutionalized and can be exploited.

In order to plan for the emergence of accountability, it is suggested that the Physical Education Organization of Mazandaran province, periodically and permanently, should appreciate decent and accountable employees and by giving excellent privileges to them, the Organization should encourage other employees to have such an attribute. Meanwhile, it must be controlled that the employee who is appreciated should be superior in the next periods and this should be repeated continuously.

According to the mentioned suggestions, which are based on the findings of the research, other suggestions can be made to the Physical Education Organization of Mazandaran province:

Creating a specialized team to measure employees' performance and their satisfaction with the organization, as well as supporting informal groups within the organization to boost the employees of the Physical Education Organization.

To influence the opinion of all employees in advancing the organization and to create a system of dynamic feedback in the organization to achieve the goals mentioned above.

Considering the work life of the employees, considering their personal life can greatly reduce the tensions and incidence of the factors decreasing job satisfaction.

The suggestions to future researchers

What is certain is that the researcher will know new perspectives at the end of his research that can guide the researchers who want to do the same research. Therefore, this research can be considered a new topic for some studies. Foreseeable studies currently include:

Identification of effective factors on the satisfaction of employees of organizations

Investigating the role of professional ethics in organizational progress

Effect of applying professional ethics on employee health

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