Original Article

The Relationship between Ethical Values and Organizational Commitment of Staff in Public and Non- Public Hospitals

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Abstract

Background and purpose: Organizational commitment is one the important attitude in organizations, which together with development of ethical values that needs to be emphasized. The goal of this study is to survey relationship between staff ethical values and organizational commitment in public and non- public hospitals in Tehran.

Materials & Methods: This correlation study includes 280 public and non-public hospital workers randomly selected. The data were gathered using a standard questionnaire and analyzed by descriptive statistical and Pearson correlation and multiple regression analysis through SPSS software.

Results: The organizational commitment mean was $6.17 \pm .632$ and ethical values mean was $5.64 \pm .843$. The study shows high correlation between organizational commitment and ethical values.

Conclusion: Policymakers and hospital managers need to plan and improve cultural and ethical issues which can increase the organizational commitment.

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Key words: Organizational Commitment, Ethical Values, Hospital

1. Introduction

One of the effective factors in the manpower functions is organizational commitment. Organizational commitment can be defined in various ways but an ordinary definition for organizational commitment is a sense of emotional belonging to an organization. It is an important occupational and organizational attitude which has attracted the attention of several psychologists during recent years. The efficacy of organizational commitment is confirmed and proved in several aspects. People have less organizational commitment refuse more from performing their jobs appropriately (3). Less amount of job absence, more job satisfaction and organizational restitution are other benefits of organizational commitment (4-6). Furthermore organizational commitment is an index for organizational efficiency (7, 8). Meyer and Allen have defined three forms of organizational commitment, affective commitment, normative commitment and continuance commitment. Affective commitment is defined as the employee's positive emotional attachment to the organization.

Continuance commitment is the "need" component or the gains verses losses of working in an organization. The individual commits to and remains with an organization because of feelings of obligation are the last component of organizational commitment (9). To measure the affective commitment questionnaire designed by Jaroski and kohler in 1993 is applicable (10, 11). Ethical values are more emphasized because of two reasons, first that lots of ethical values informally in organizations are originated from managers' manners and secondly that staff ethical values affects on customers' behavior (12).

Turnipseed assessed the relationship between ethical values and organizational citizenship behavior in a study in 2002 (13). The studies show that ethical values in an organization can improve the efficiency and productivity (14).

Schwepker showed that ethical values contribute to job satisfaction and organizational commitment in a study in 2001 (15). Previous studies show effects of many factors in the ethical behavior of people (16-18). Some studies demonstrate personal and demographic characteristics effects on ethical values like gender and educational level (19-21). Furthermore, other studies show the organizational values such as reward system, cultural values and social training contribute to the ethical behavior (20-25), The organization should pay attention to ethical values in its policy makings (26).

Cohen-Charash and Spector in a meta-analysis study confirm that affective commitment has positive effects on equity in the organization (27). Baker and colleagues' studies reflect that ethical values could impact on staff civilization behavior in the organization and improve organizational commitment in staff (28).

Several studies emphasize on the importance of ethical values and managers' roles in expansion of it. Hospitals in terms complexity and importance in ethical values and organizational behavior have very specific situation rather than other organizations (29). Therefore we performed this study to verify the relationship between ethical values and organizational commitment in governmental and private hospitals in Tehran.

2. Materials and methods

This is a descriptive-regression study which evaluates the staff and managers' attitude in governmental and private hospitals in Tehran using descriptive methodology. Two main variables of the study are ethical values and organizational commitment. Our target groups are managers and staff of private and governmental hospitals in Tehran.

The study has three main hypotheses. First, there is no meaningful statistical relation in ethical values between private and governmental hospitals and also organizational commitment. Second, there is no meaningful statistical difference in ethical values between staff of private and governmental hospitals and third, there is no meaningful statistical difference in organizational commitment between staff of private and governmental hospitals. The data were gathered cross-sectionaly during May and September 2011. The sample size was measured 286 people using Cochran formula (d=0.1, α =0.05).

We used cluster sampling method to gather our data using three parts. The first part is demographic questionnaires. The second part includes job commitment and ethical values questionnaire of Hunt in Likert format. This questionnaire consists of 16 questions to test the reliability we used reassessment method which resulted in r=81. We used descriptive statistics (frequency, proportion, mean and standard deviation), and regression analysis to verify the relationship between ethical values and organizational commitment. Also variance analysis test, simple linear regression test and F test are used in this study and the data analysis was performed by the Spss software.

3. Results

Demographic results of studied sample are showed (Table 1).

Table1. Frequency and proportion of demographic characteristics in the studied sample

variable		male	female	Total
Age(year)	21-30	39(13.9)	32(11.4)	71(25.4)
	31-40	30(10.7)	26(9.3)	56(20)
	41-50	47(16.8)	54(19.3)	101(36.1)
	>50	28(10)	24(8.6)	52(18.6)
	total	144(51.4)	136(48.6)	280(100)
Education	Bachelor of science	44(15.7)	36(12.9)	80(28.6)
	Master of science	20(7.1)	20(7.1)	40(14.2)
	PhD	20(7.1)	20(7.1)	40(14.2)
	Total	144(51.4)	136(48.6)	280(100)
Job position	Nurse	30(10.7)	45(16.1)	75(26.8)
	Physician	24(8.6)	14(5)	38(13.6)
	logistic and support department	30(10.7)	25(8.9)	(19.6)
	Para clinician	17(6.1)	19(6.8)	36(12.9)
	Total	144(51.4)	136(48.6)	280(100)
Job record(year)	<5	20(7.2)	20(7.2)	40(14.4)
	6-10	21(7.5)	15(5.4)	36(12.9)
	11-15	32(11.5)	25(9)	56(20.4)
	16-20	7(2.5)	9(3.2)	16(5.7)
	21-25	49(17.6)	51(18.3)	100(35.8)
	>25	14(5)	16(5.7)	30(10.8)
	Total	143(51.3)	136(48.7)	280
Type of hospital	Governmental	63(22.5)	63(22.5)	126(45)
	Private	81(28.9)	73(26.1)	154(55)
	Total	144(51.4)	136(48.6)	280(100)

Results showed that the mean and standard deviation of organizational commitment are 6.17 ± 0.632 and the mean and standard deviation of ethical values are 5.64 ± 0.843. The regression test between organizational commitment and ethical values showed that there is a positive linear relationship between these two variables with a meaningful level and correlation coefficient 0.427 in private and governmental hospitals (Table 2).

Table2. Correlation matrix between organizational commitment and ethical values

		organizational commitment	Ethical values
organizational commitment	Pearson correlation	1	0.427
	Meaningful level (2 sided)		0.000
ethical values	Pearson correlation	0.427	1
	Meaningful level(2 sided		0.000

The summary of regression model and variance analysis is clarified in table No.3. The Results of 1st hypothesis assessment showed that there is a meaningful relationship between organizational commitment and ethical values with F test value 81.67. Beta-query = 0.436 shows that there is a reasonable relationship between organizational commitment and ethical values in private and governmental hospitals. The results of 2nd hypothesis assessment showed that there is not a meaningful relationship between different categories of staff in ethical values (F test value=3.43 and meaningfully level 0.158). Also beta query= -0.87 shows that there is not a reasonable relationship in between different categories of staff in ethical values.

Table3. The summary of regression model and variance analysis (dependent variable: organizational commitment)

independent variable	(R2)	ANOVA (F value)	ANOVA (P value)	Beta query
ethical values	0.324	81.67	0.000	0.436
Type of hospital	0.380	3.34	0.158	-0.087

The results of 3rd hypothesis assessment showed that there is a meaningful relationship between dependent variable; organizational commitment and independent variable; ethical values in private and governmental hospitals (F test value=43.76 and meaningfully level 0.000). Also beta query=0.324 shows that there is reasonable relationship between organizational commitment and ethical values in private and governmental hospitals.

Table 4. The summary of regression model and variance analysis (dependent variable: ethical values)

independent variable	(R2)	ANOVA F value	ANOVA p value	Beta query
Type of hospital	0.231	43.764	0.000	0.324

In table 5 the multiple regression analysis between independent variable and type of hospital, gender, job record, education and independent variable; organizational commitment are mentioned. Regression analysis showed that there is a meaningful relationship between organizational commitment and type of hospital and gender but there is not a meaningful relationship between organizational commitment and, job record, education and age groups.

Table5. The multiple regression analysis between independent variable and studied variables

Variable index	Regression query(b)	Standard deviation	Beta query	T ratio	meaningfully level
independent variable(ethical values)	5.43	0.213		15.345	0.000
Governmental hospital	0.412	0.034	0.715	6.521	0.000
Private hospital	0.256	0.067	0.521	4.214	0.000
gender	0.201	0.035	0.201	2.238	0.000
education	0.004	0.031	0.005	0.130	0.248
Age groups	-0.078	0.042	-1.24	-1.412	0.052
Job record	0.005	0.047	0.002	0.048	0.943

4. Discussion

Results show that the mean of organizational commitment is a bit more than the mean of ethical values in private and governmental hospitals and this means that less educational courses are hold in the field of ethics. Findings show that there is a correlation between organizational commitment and ethical values which means we can improve the organizational commitment by ethical values

as the study done by Randall, Cote showed this fact (30). Yousef analysed the correlation between organizational commitment and ethical values in a study which showed that there is a moderate relationship between organizational commitment and ethical values and the results also showed that occupational ethics have direct and positive effect on different aspects of organizational commitment (affect, normative and continuous)(31). Okpara studied the effect of occupational ethics on job satisfaction and organizational commitment in 2008 which showed a meaningful relationship between them (32). In another study also it is showed that organizational commitments predict occupational ethics and occupational ethics had a special effect on normative commitment (33). In a study done by Saks and colleagues, the relationship between occupational ethics, occupational attitudes and tendency to job quit were analysed in the staff of a service providing organizations. Findings showed that occupational ethics related directly with organizational commitment and job satisfaction, and it also related indirectly with lower tendency to quit the job (34). The Study results showed that ethical values in private and governmental hospitals are significantly different from each other (35). Findings showed organizational commitment in private and governmental hospitals are different. Multiple regression analysis showed that organizational commitment meaningfully related with private and governmental hospitals and also gender but there was no relationship with job record, education and age group. The study showed organizational commitment in governmental hospital was more than private ones which is because of varied ethical values in governmental hospitals. Results of studies done by Yousef and Schwepker showed a meaningful relationship between occupational ethics, organizational commitment and job satisfaction and support our finding (36,37). Attention to ethical values can improve the organizational commitment in hospitals and furthermore can result in more staff job satisfaction. Private hospitals can improve their efficiency and satisfaction of their patients and customers by paying more attention to the occupational ethics and ethical values.

Acknowledgements

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