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The Study of Relationship between the Ethical Climate and Job interestedness

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ABSTRACT

One of the primary factors shaping the relationships within the organization and employee's attitude is the Ethical climate governing in the organization that is one of the factors affecting job interestedness. Job interestedness is an integral part of an employee's character that is defined as a person's imagine of job and as an important part of working life. The aim of this research is to study the relationship between the Ethical climate and job interestedness. This study is descriptive-analytical study which was examined 71 individuals in Zahedan. To collect the data a three-part questionnaire was used that the first part is related to the demographic features. The second part is standard questionnaire on job interestedness and in third part is used Olson's questionnaire. Finally, after gathering the data they were analyzed in SPSS 19 software by statistical tests, t-test and variance analysis. The average age of individuals was 28.34 ± 5.05 and 59 personnel were female and 12 personnel were male. The relationship between demographic features and job interestedness was not significant ($P > 0.05$). The relationship between the variables of age, gender with job interestedness was not significant ($P > 0.05$). But between the variables of passing ethics course ($P = 0.001$), ethnicity ($P = 0.008$) and the hospital of working place ($P = 0.01$) and the Ethical climate there was significant relationship. Generally, the average score of Ethical climate and among the operating rooms' personnel in the educational hospitals of Zahedan was 93.15 ± 15.17 and the average score of job interestedness was 28.33 ± 7.55 and a significant relationship between the job interestedness and the Ethical climate was not observed. The results indicated that accordingly the personnel perceived the Ethical climate very well, they have lower job interestedness and there was not a significant relationship between the Ethical climate and job interestedness.

Key words: Job interestedness, the Ethical climate, operating room's personnel

INTRODUCTION

The nurses are considered as one of the most important resources in medical system in which the quality of their performance has a profound impact on the quality of providing medical services and can also be effective in improving patients' health [1]. Shortage of nurses in most countries is increasing and according to statistics, there is this problem in the United States and it is expected that this situation will get worse in the future in 2020 the demand for nursing services will increased by almost 30% [2]. Iran, like many other developed countries, faced with nursing shortage and according to the reports, the government needs to 220 thousand nurses to providing care services and 90 thousand people are working in Iran. This is not only the issue that due to the nursing council of Iran, 10

thousand nurses in non-healthcare sectors are working and approximately 200 nurses due to low wages and poor working migrate to other countries [3].

Due to the increasing nursing profession's leaving, job interestedness becomes a source of concern and important issue in nursing studies and today, the Ethical climate is considered as an issue to study the business literature has been seriously discussed by healthcare organizations [4]. In previous study, it was proven that [proper Ethical climate can prevent job leaving by employees of an organization [7-5]. In a study done in America by Filipova also concluded that favorable Ethical climate can prevent job leaving by employees and can make more staying of employees [8]. Organizational-Ethical climate recognized as mutual perception of employees and is defined how to respond to Ethical issues [9, 10] and is also defined in two dimensions and each dimension involves three levels. The first dimension includes self-love, benevolence and principles and the second dimension is related to decisions and is defined in three individual stages as individual, local and global [1]. One of the primary factors shaping the relations within the organizations, employees' attitude is the Ethical climate governing in organization and as a result can have a significant effect on the results of an organization [12]. Other evidence also confirms the impact of Ethical climate on job interestedness and satisfaction [13, 14], organizational commitment [15, 16] and medical errors [17].

Job interestedness is an integral part of the personality of an employee which is defined as an employee's character that is defined as a person's imagine of job and as an important part of working life [18], so that its existence cause to increase and improve work performance, decrease absence in job, increase organizational feeling, patient's satisfaction, profitability and productivity of organization and its absence cause to alienation from work [19, 21], sense of separation between personal life and work, spend time in idleness and involve himself with non-related works and also causing job insecurity [22, 23]. The results obtained from most studies on job interestedness indicate that existence the positive impression of the work improves physical, psychological and social health of individuals [24, 25]. In this regard, the study conducted by Keshtkar and colleagues [2010] in Shiraz indicated that personnel's lack of job interestedness cause to many damage to the hospitals and finally to the society [24]. As well as in another study by Makari and colleagues in 2005 conducted on 60 students, the results showed that the personnel of operating room have lower satisfaction of their teamwork with surgeries by considering the Ethical climate [26].

According to the impacts of Ethical climate in which can have on the organization results and rate of personnel's job satisfaction and also according to the review of studies which have been done inside and outside the country, a study was conducted with aim of investigating the relationship between the Ethical climate and job satisfaction.

MATERIALS AND METHODS

Procedure

This study is descriptive-analytical which was conducted in 2015 in educational hospital of Medical Science Organization of Zahedan including three hospitals, Ali-Ibn-Abitaleb hospital, Alzahra Ophthalmology hospital and Khatam hospital. The population of this study included the operating room's personnel of hospital (71 persons) and selected by census. The features required to enter the study is having 1 year work experience in hospital. The researcher went to each hospital in three shifts in the morning, afternoon, and evening and night and after explaining the aim of the study for the personnel and getting satisfaction from them, the questionnaires were given to them and after completing the questionnaires were collected. To collect the data, a questionnaire including three parts was used. The first part included demographic features (age, gender, ethnicity and passing the Ethical course) and the second part is related to the standard questions on job interestedness by Kanungu. This questionnaire includes 10 questions and all the questions are in the form of 5-item Likert scale in which grades 1 to 5 are considered for the items strongly disagree, disagree, no comment, agree and strongly agree, respectively. Therefore, the minimum score for each individual was 10 and the maximum score was 50. Scores 30 and higher than 30 indicate high interestedness and scores below 30 indicate low interestedness. The reliability of questionnaire was obtained 0.79 in the population of nurses (27). The validity of the questionnaire was also approved by Salim and Colleagues in 2013 (28). The third part of the questionnaire is related to the Ethical climate and Olson's questionnaire was used which was developed by Olson on 1998 and contained 26 items in five areas as cooperation (4 items), doctors (6 items), hospital (6 items), patients (4 items) and managers (6 items). The individual's perceptions of Ethical climate governing in operating rooms were measured by Likert scale in five levels (almost never=1/ rarely=2/ sometimes=3/ often=4/ almost always=5). Therefore, the minimum total score for each individual was 26 and that of maximum was 130. Scores 78 and higher than 78 as positive Ethical climate and scores lower than 78 as negative Ethical

climate were considered. The questionnaire was translated to Persian by Mobasher and colleagues in 2003 and its reliability was 0.92 (29). Finally, the data after collecting were analyzed in SPSS 19 software by using statistical tests, variance analysis and t-test.

RESULTS

In the current study 71 personnel of operating room in educational hospitals of Medical Science University of Zahedan were participated which were working in three educational hospitals, Ali-Ibn-Abitaleb (30 participants, 42.3 percent), Khatam (25 participants, 35.2 percent), Alzahra Ophthalmology hospital (16 participants, 22.5 percent). The average age of participants was 28.34 ± 5.05 and 59 personnel (83.1 percent) were female and 12 personnel were male (16.9 percent). 6 participants (8.5 percent) were Baloch, 46 participants were from Sistan (64.8 percent) and 18 participants (25.4 percent) were county. 57 participants (80.3) had passed the ethics course and 14 participants (19.7 percent) had not passed this course. The relationship between demographic features and job interestedness was not significant ($P > 0.05$). Females, Sistanians and peoples who were working in Ali-Ibn-Abitaleb had more job interestedness than other groups. The relationship between gender and age variables with the Ethical climate was not significant ($P > 0.05$). But there was a significant relationship between the variables of passing Ethical course ($P = 0.001$), ethnicity ($P = 0.008$) and the hospital of working place ($P = 0.001$) with the Ethical climate. Participants who had passed the ethics course, Sistanians and the females had better perception of Ethical climate. In general, the average score of Ethical climate among the personnel of operating rooms of educational hospitals in Zahedan was 93.15 ± 15.17 that due to Olson's questionnaire ranking was reported as positive and the average score of job interestedness was 27.33 ± 7.55 that due to Kanungu's questionnaire ranking was reported as negative and there was not significant relationship between job interestedness and Ethical climate.

DISCUSSION

The results of this study showed that there was not significant relationship between Ethical climate and employees' job interestedness which is consistence with the study by Ebrahimi and colleagues [30] that was conducted among the teachers of Delijan. But in the study by Saeed and colleagues the relationship between job involvement and demographic features among the nurses was measured [31] that it was mentioned environmental factors and situations can impact on individuals' job interestedness. According to literature review, few studies on the relationship between job interestedness and Ethical climate within the country and abroad were observed. It should be noted that the issue of job satisfaction and job interestedness is separated that in relation to job satisfaction and Ethical climate many studies have been done. In fact, it is expected that peoples who have more the sense of secure and gratified, they can continue their work with greater interest. As in several studies [32-34], the relationship between Ethical climate and job satisfaction has proved. An individual who has high job satisfaction, has positive attitude of his job but who is dissatisfied with his job, has negative attitude. In addition, job dissatisfaction causes to reduce the morale of employees and low morale affect on their performance [32].

Job interestedness is reported undesirable in this study which is inconsistent with the study by Riahi and colleagues in the hospital of Tehran and the earned score is much lower than the score of their study. Given that today job interestedness one of the important factor in organizational performance [35] and also according to job interestedness causes to positive attitude and interest in the organization because often employees who interested in job experience emotions like happiness, joy and satisfaction and these experiences lead them to the commitment for organization where they working [36], it is suggested that managers apply specific strategies to improve it.

In the current study the existence Ethical climate in educational hospitals of Zahedan was reported as positive which was more favorable than the studies by Mobasher and colleagues [29] and by Fazljoo and colleagues [37] but it can be tried for its improving and according to the significant effects of Ethical climate on personnel's function, organization's result and as well as on patient, it is recommended that managers consider serious decisions for its improving. In this study there was not relationship between age and gender with Ethical climate which was consistent with the studies by Mobasher and colleagues [29] and by Borhani and colleagues [3]. But in the study by Fazljoo and colleagues [37] it was observed a significant relationship between the variables of gender and perceived Ethical climate. As well as between the variables of passing ethics course and ethnicity with Ethical climate there was significant relationship. There was also no significant relationship between demographic features and employees' job interestedness and among the females there was more job interestedness. But in the study by Saeed and colleagues [31] males had higher job interestedness that the reason of this issue was stated because of shortage

of male personnel and as well as because of responsibility and higher employing of males and given that in this study female personnel were more than male personnel, but job interestedness among the females was more. Perhaps one of the reasons for this issue is because of males' more employment and applying them in higher jobs and differences in their work conditions in which according to their commitment and responsibility rate make to their more affiliation or non-affiliation to work.

CONCLUSION

The results of this study can be useful patient, organization and personnel efficiency. The results showed that due to the personnel perceived a favorable Ethical climate, but have low job interestedness and there was not a significant relationship between Ethical climate and job interestedness. In a study with large sample size these results may be different.

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