

Study of Individual Factors' Effect on Promoting Ethics in Iran State-Run Organizations

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ABSTRACT

Effective factors in promoting ethics at Iran state-run organizations is one of the most important and noticeable cases. Downfall of behavior criteria based on moral patterns at organizational performance prompted authors of the study to seek appropriate theoretical and practical basis in this regard, aimed at providing suitable practical and executive path for Iran's state-run organizations. At this article, after carrying out complementary and elementary studies, the following question was posed: "To what extent individual factors and its components will play a leading role in promoting ethics at organization?"

After studying literature and history related to the study and referring to votes of experts, individual factors, effective in promoting ethics at state-run organizations, were classified into six components, results of which were analyzed and concluded through distribution of questionnaire among subject of study. Through the application of statistical methods; F Test or One-Way ANOVA analysis, Scheffe Test, T Test was analyzed with paired samples and path analysis among 154-person subject of study. The present study is non-empirical of descriptive-survey type and deputies of Iran's ministries constitute subject of this research. Results of study indicate that individual factors and its components leave appropriate effectiveness on promotion of organizational ethics at Iran state-run organizations scientifically, but this important case is less taken into consideration in practice. Also, factor of economic, financial and livelihood requirements leave most effectiveness factor in individual dimension.

KEY WORDS: Individual Factors, Organizational Ethics.

INTRODUCTION

The concept of ethics has been discussed and utilized to examine individuals' moral life, decision-making strategies, and behavior in the daily lives, regarding the responsibility and accountability of actions taken in particular situations (McDaniel, 2004). Ethics is not merely a philosophical abstract theory, but also a critical guideline in the personal or collective practice. For example, Aristotle's ethics concerns about the quality of best life in terms of the individual's noble, beneficial, and pleasant virtues embedded in the social context and in service to the community (Boadie, 1994; Solomon, 2004). Ethics is principally examined from two perspectives – deontology and teleology (Kohlberg, 1981). Deontology refers to the evaluation of the inherent good or bad of the action itself, rather than the value or consequences it brings (Clark and Dawson, 1996), constituting the judgment that one's behavior is right or obligatory. Conversely, teleology evaluates the consequences of human behavior and assesses the value of meeting personal interests or social/economic obligations (O'Boyle and Dawson, 1992). The function of teleology is concerned with that ethical good or right is also necessary for the self (Bergman, 2004). Generally, organizational members are guided with respect to what is right or wrong, acceptable or unacceptable through collective ethical norms. The fact that people know everyone should behave ethically not only implies the abidance of accepted rules and standards within the organization, but also reinforces an individual's reputation, trustworthiness, and long term relationships with others. According to Aristotle, Solomon (2004) argues that organizational ethics is not the antagonism between personal profits and social responsibility. Instead, it presupposes the shared knowledge, experience, and values with public as well as private purposes. These ethical issues increasingly influence organizational members' moral concerns and behavior, which have been regarded as an accelerator for improving organizational performance. Today, a glance at ethics and fields related to it has brought about many worries at various organizations especially governmental sector. Downfall of appropriate behavioral criteria in organizational performance, which is known as "Organizational Ethics", promoted researchers and concerned activists to seek suitable theoretical basis in this regard, aimed at providing its appropriate scientific and executive direction. Ethical frameworks are manifestation of political, social and economic environment and are reflected in them as well. What is assumed in political, economic and social arena as acceptable behavior will strictly depend on principles of justice, rights, perfection, equality, fulfilling duty and obligation. (Lowton, 2000).

Immoral and illogical behaviors in state-run organizations and employed individuals in these organizations have age-old history across the world. Wheel Durant refers to this point that: "In previous times, owners and activists of

governmental organizations were following up incorrect and illogical behaviors, away from citizenship rights, in selection of court's staff, emirs of corps and leaders. Such type of immoral and incorrect behaviors have been observed and mentioned in most countries."

Inharmoniousness of state-run organizations and administrative system ruling on society with political system and its ideals can bring about many problems for governmental organizations in line with materialization of their objectives as envisioned in the Constitution.

Inability of governments in confronting with backwardness and lack of development depend on shortage of qualified, eligible, competent, loyal and accountable manpower and staff to a great extent, details of which have turned materialization of development programs into illusion.

Boosting health of state-run organizations is one of pillars of setting up sustainable development. Fulfilling accurate and correct activities are done by a society which is equipped with healthy state-run organizations. The natural expectation from healthy and accountable state-run organizations is: provision of legitimate and basic requirements of people of society and its beneficiaries. Responsible and ethical organizations can lead society towards prosperity and success. Hence, we should believe that healthy, ethical and moral-based manpower is considered as main pillars of successful and developed communities. State-run organizations and healthy staff, being away from any immoral behaviors and etiquettes, are considered as main factors of development and growth of society. But the most important issue that regrettably grapples Third World Countries such as Iran, is this that they imagine that lack and shortage of capital, material and humane facilities or their geographical situation and political conditions dominant on world are main factor of their backwardness. If we take the said issue into serious consideration, we will reach to this conclusion that the abovementioned factors are not merely brought about poor, deprivation and backwardness. We should bear in mind that a fair program does not lonely cure a pain, rather, lack or shortage of efficient, committed, loyal state-run organizations and/or ethical- and moral-based organizations, is major problem of such countries like Iran which are grappling with it.

Statement of the Issue

At this research article, the following initial question has been compiled after conducting elementary and supplementary studies:

"To what extent individual factors and its components will play a leading role in promoting ethics in organization?"

The present study deals with studying degree of impact of individual factors and its components on promoting Iran state-run organizational ethics through resorting to many and numerous scientific textbooks as well as getting views of many expert activists in this field. The individual cause include factors like degree of financial requirements, job security, interest of individual to his or her job, approval of manager in terms of technical and ethical qualifications in view of individual, believing ethics and perfection in individual, etc.

Background of Research

A Brief Summary of Background of Research

No.	Researchers	A Summary of Research Activities on Research Components and Indicators
1	Steinberg and Austen	Lack of complexity of rules, existence of organizational ethics charters, job security, existence of training and paying systems related to ethical behaviors, proportion of payments, replacement and movement of staff at various geographical regions are known as effective factors in promotion of organizational ethics.
6	Finegan	Title of Research: Studying way of effect of staff personal values on their ethical decisions Result of Research: Personal values of each individual are one of his or her personality specifications which are effective on organizational ethics.
7	Seligman	Title of Research: Psychological nature of ethical decisions of individual – way of justification of individuals from their moral and immoral selections is deep rooted in their value specifications and behavioral standards.
9	Okpara	Impact of job satisfaction on ethics of staff and also for promotion of ethics of organization should have logical relation with evaluation process of performance, promotion, increase of salaries and wage and other rewards with ethical behaviors.
11	Shefritz	State-Run Organizational Ethics Levels Model: Effective factors in ethics of governmental organizations have been classified at four categories: 1- Individual and personal level, 2- professional level, 3- organizational level, 4- external or social level
13	Daft	Role of organizational strategy like payments, distribution of rewards, evaluation criteria, etc. staff ethical behaviors

Research Model

- Livelihood, financial and economic requirements
- Job satisfaction of individual to his or her job
- Distributional justice or justice of distribution of interests and facilities in view of individual (individual dimensions, ethics)
- Individual personal values
- Job security
- Approval of manager in view of individual

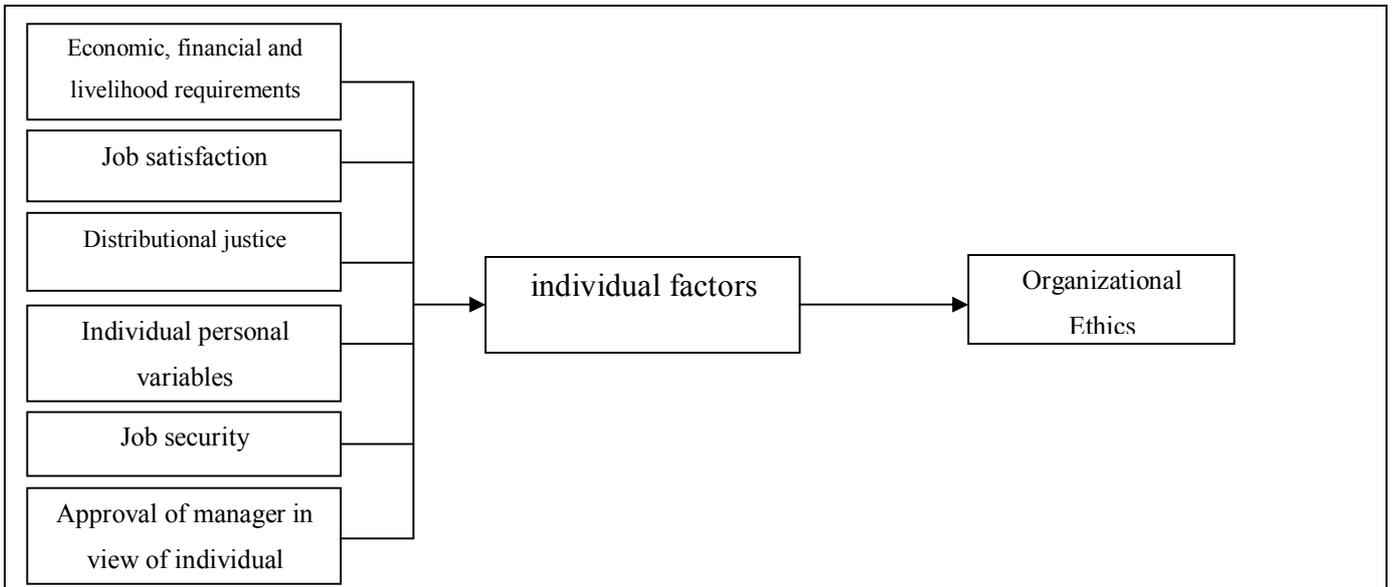


Fig. No. 1: Model of Research

Systemic theory is predominant pattern, based on which, researcher has considered relation between individual factors effective on ethics "important" and has founded its movement process based on it.

METHODOLOGY

The present research is of applied type in terms of objective of research and is research-descriptive of survey type in terms of method. Using questionnaire and interview is the most important tool in survey research. At this study, the two mentioned tools have been used along with studying documents. The present research is confined to Iran state-run organizations in terms of location.

Hypotheses of Research
Hypotheses of First Group

Main Hypothesis: Individual factors leave positive effect on promotion of ethics of state-run organizations.
 Side Hypothesis: Factors of economic and financial requirements, job security in distribution of interests and facilities in view of individual affect respectively in individual dimension on promotion of ethics of state-run organizations.

Hypotheses of Second Group

Main Hypothesis: There is meaningful difference between degree of significance of individual factors scientifically and degree of applying it in promotion of ethics of state-run organizations.
 Side Hypothesis: There is a meaningful difference between degree of significance of factors related to individual dimension of ethics (economic requirements, job security, distributinal justice, job satisfaction, individual personal values and approval of manager in view of individual) and degree of attention and applying them in promotion of ethics at state-run organizations.

Subject of Study and Sample Volume

Ministries of the country are considered as subject of the present study. Since deputies of the ministries constitute measurement and evaluation unit of study, statistics subject of these deputies were used for selection of sample volume. Since volume of subject of study is equaled to 154 persons, sample selection was carried out in the Cochran's Formula method.

$$n = \frac{(154)(1/96)(0/25)^2}{(154)(0/05)^2 + (1/96)(0/25)^2} \implies \frac{37}{0/62} = 59$$

Hence, sample volume will be equaled to 59. Of course, it should be noted that 75 questionnaires were distributed, 54 of which were returned.

Table No. 1: Subject of Study and Sample Volume

No.	Name of Ministry	No. of Deputies of Minister	No. of Distributed Questionnaires	No. of Returned Questionnaires
1	Ministry of Education	7	5	4
2	Ministry of Culture and Islamic Guidance	7	4	3
3	Ministry of Foreign Affairs	8	4	3
4	Ministry of Economic Affairs and Finance	8	6	5
5	Ministry of Commerce	8	3	-----
6	Ministry of Health and Medical Education	7	6	5
7	Ministry of communications and IT	5	-----	-----
8	Ministry of Roads and Transportation	13	4	3
9	Ministry of Industries and Mines	6	4	3
10	Ministry of Science, Research and Technology	8	3	2
11	Ministry of Labor and Social Affairs	9	6	4
12	Management and Planning Organization (MPO)	14	5	4
13	Interior Ministry	7	3	-----
14	Ministry of Housing and Urban Development	8	4	3
15	Ministry of Oil	11	5	4
16	Ministry of Energy	7	-----	-----
17	Ministry of Justice Administration	5	3	3
18	Ministry of Cooperatives	5	3	2
19	Ministry of Agricultural Jihad	11	7	6
Total	-----	154	75	54

Validity of Research Questionnaire:

At the present study, two methods of validity of content and validity of structure were used for evaluation of degree of capability of validity of measurement tool.

Median and standard deviation was used for validity of content which median and standard deviation was obtained 4.27 and 0.86 percent respectively. Factorial analysis method was used in structure validity method as well.

Reliability of Measurement Tool

At the present study, Chronbach's Alpha Coefficient has been used for determination of degree of measurement tool reliability.

Name of Dimension	No.	Components	Mean (M)	Standard Deviation (SD)
Individual	1	Economic, financial and livelihood requirements	4.45	58%
	2	Job satisfaction	4.29	67%
	3	Distributional justice	3.94	80%
	4	Individual personal values	3.82	90%
	5	Job security	4.31	82%
	6	Approval of manager in view of individual	3.65	75%

Table No. 2: No. of Components, Cronbach's Alpha, Median and Standard Deviation of Combined Variables**Methods and Techniques of Analysis of Research Hypotheses**

At this study, after collection of data, their analysis was carried out thanks to the individual dimension on one hand and components of this dimension on the other hand at two descriptive and inference (analytical) sectors. 1- Descriptive Sector which includes redundancy distributions and relative percentages related to the tables of redundancy distribution of answers of answerers thanks to the individual factor and its indicators & 2) inference (analytical) section which the following cases were used like fulfilling correlation T Test (meaningful test of difference of mean mark of theoretical and practical significance of each one of components), F Test (for meaningful test of difference of mean mark of each one of components and for prioritizing each one of subsequent components from Scheffe Test). Path analysis contains identification of direct and indirect effects of independent variables related to individual dimension on ethics dependant variable.

Results Obtained from T Test with Paired Samples (Paired Samples T. Test)

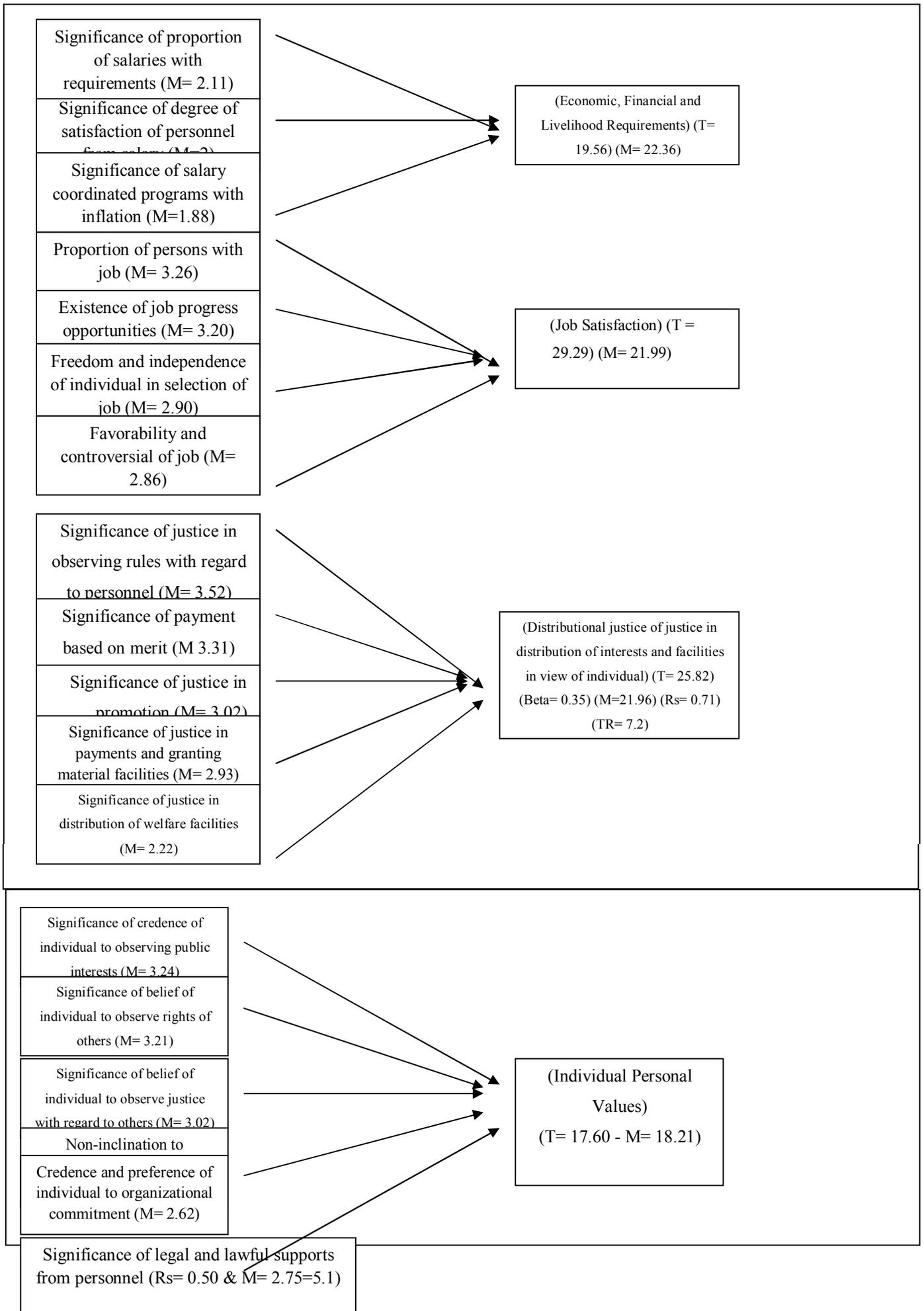
At this part in hypothesis H_1 H_0 , scientific significance of factors of moral promotion and degree of attention and application of it in Iran has been formulated with the below-mentioned cases with the aim of mean mark difference meaningful test.

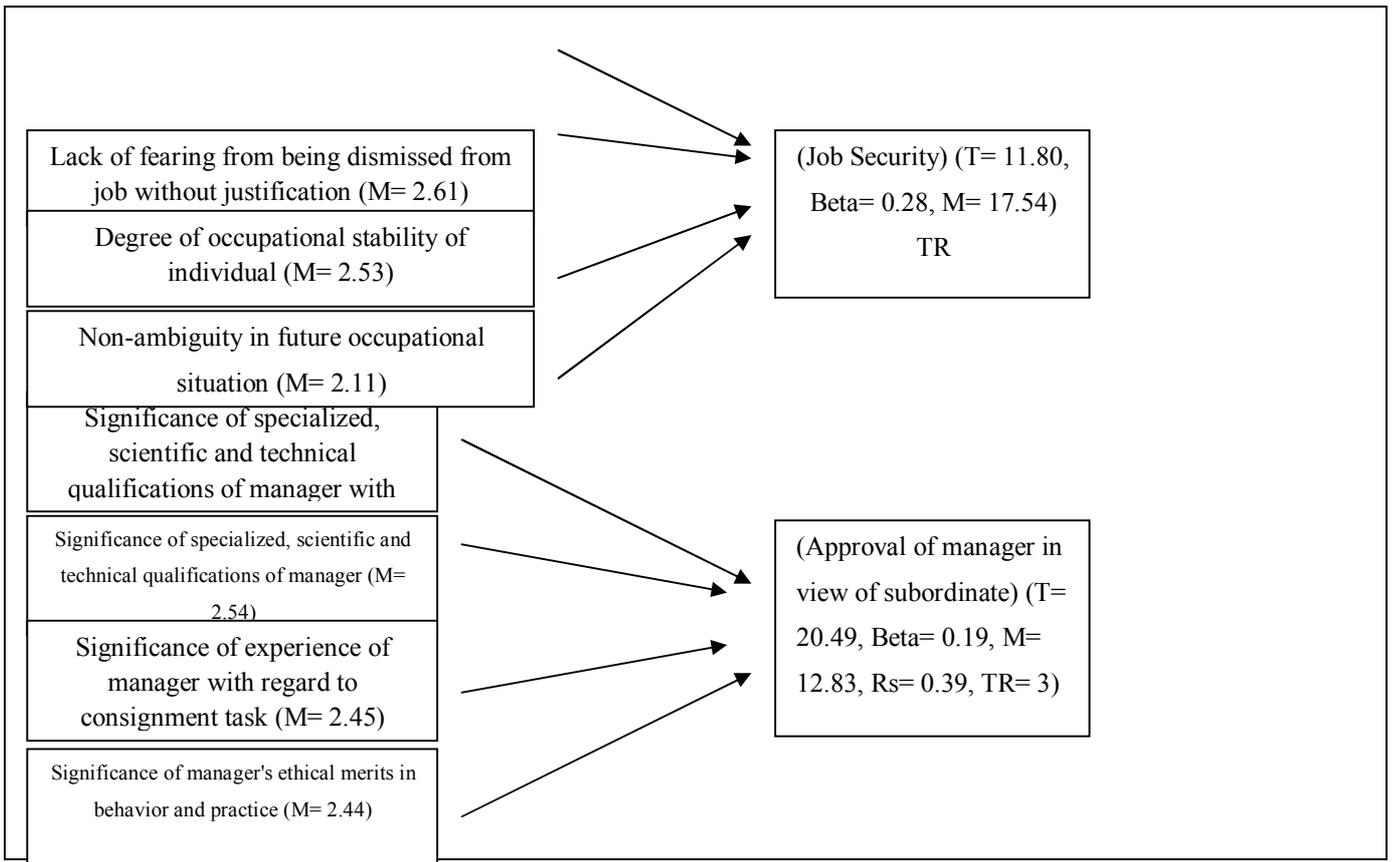
A) Results of T Test for mean mark difference meaningful test of scientific significance and degree of attention of ethics promotion factors in Iran in general

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of ethics promotion factors and degree of applying the factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of ethics promotion factors and degree of applying the factors in Iran.

Components and Indicators of Individual Dimension:





With regard to meaningfulness of difference of mean mark of scientific-ethical significance and mean mark of applying it in Iran, T Test result (41.94) indicates statistical meaningfulness of this difference with 99% probability and error level less than 0.01. (Hypothesis H_0 is rejected while hypothesis H_1 is accepted).

Consequently, it can be said that scientific-ethical significance aspect and aspect of applying ethics in Iran differs with each other. Meanwhile, based on result of this test, mean mark of scientific-ethical significance (388.86) exceeds application of ethics in Iran (201.81):

No.	Variable Name	Groups' Name	No. of Sample	Amount of mean	Standard Deviation	Degree of Freedom (df)	of t	Meaningful Level (P)
1	Ethics	Scientific significance	54	388.86	28.38	53	41.94	0.01
		Applying in Iran	54	201.83	36.63			

Meaningfulness in 0.01 Level

Table No. 3: Results of T Test for Testing Meaningfulness of Difference of Mean Mark Difference of Scientific Significance and Application of Ethics in General

B) Results of T Test for Testing Meaningfulness of Mean Mark Difference of Scientific Significance and Degree of Attention of Ethics Promotion Factors in Iran in individual Dimension along with Relevant Components

Hypothesis H_1 : There is a meaningful statistical difference between scientific significance of individual factors of ethics promotion and degree of applying the factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of individual factors of ethics promotion and degree of applying the factors in Iran.

1- Result of T Test (36.35) with regard to meaningfulness of difference of scientific significance mean mark and application of ethics promotion factors in individual dimension indicate meaningfulness of this difference with 99% probability and error level less than 0.01. (Hypothesis H_0 is rejected and hypothesis H_1 is accepted). Accordingly, it can be said that effective factors on ethics differ in practice in terms of individual dimension.

Hence, scientific significance of individual dimension mean mark (121.78) has allocated more mean in comparison with applying it in Iran (57.77) by far

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of economic, financial and livelihood requirements in promotion of ethics and degree of applying the factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of economic, financial and livelihood requirements in promotion of ethics and degree of applying the factors in Iran.

2- Based on result of T Test (19.56), there is meaningful statistical difference between mean mark of economic, financial and livelihood requirements, and dimension of its application in Iran with 99% probability and error level less than 0.01. (Hypothesis H_1 is accepted).

In other words, scientific significance and application of economic, financial and livelihood component differs from each other. That is to say that scientific significance mean (12.70) of these requirements exceeds its practical mean (5.50).

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of distributional justice in promotion of ethics and degree of applying those factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of distributional justice in promotion of ethics and degree of applying those factors in Iran.

3- With relation to distributional justice mark mean at two dimensions of scientific significance and its application, result of T Test (25.82) indicates meaningfulness of difference of mean mark of distributional scientific significance and applying it in Iran with 99% probability and error level less than 0.01. (Hypothesis H_1 is accepted).

Accordingly, two dimensions of scientific significance and application of distributional justice differs from each other. Meanwhile, scientific significance mode of distributional justice has allocated more mean (21.85) than mode of its application (9.85) to itself.

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of job security in promotion of ethics and degree of applying those factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of job security in promotion of ethics and degree of applying those factors in Iran.

4- Result of T Test (11.80) indicates meaningfulness of difference of mean mark of job security among two modes of scientific significance and its application. Meanwhile, this meaningfulness can be observed with 99% probability and error level less than 0.01. (Hypothesis H_1 is accepted).

Also, from among the two mentioned modes, mode of scientific significance enjoys more mean (18.61) than mode of its application in Iran (12.35).

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of job satisfaction in promotion of ethics and degree of applying those factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of job satisfaction in promotion of ethics and degree of applying those factors in Iran.

5- With relation to job satisfaction component, fulfilling T Test (29.29) indicates that there is three is meaningful statistical difference between mean of scientific significance mark of job satisfaction and mean application of job satisfaction in Iran with 99% probability and error level less than 0.01. (Hypothesis H_1 is accepted).

This result indicates that modes of scientific significance and application of job satisfaction differs from each other. Meanwhile, mean scientific significance of job satisfaction (22.31) exceeds than mean application of it in Iran (10.42).

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of approval of manager in view of individual in promotion of ethics and degree of applying those factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of approval of manager in view of individual in promotion of ethics and degree of applying those factors in Iran.

6- Based on result of T Test (20.49), there is meaningful statistical difference between mean mark of scientific significance of approval of manager in view of individual and mean mark of degree of approval of manager in Iran in view of individual with 99% probability and error level less than 0.01. (Hypothesis H_1 is accepted).

That is to say that scientific significance of component of approval of manager in view of individual differs from its attention degree in Iran. Hence, scientific significance of approval of manager in view of individual has allocated more mean (18.24) than its attention in Iran to itself.

Hypothesis H_1 : There is meaningful statistical difference between scientific significance of individual personal values in promotion of ethics and degree of applying those factors in Iran.

Hypothesis H_0 : There is not any meaningful statistical difference between scientific significance of individual personal values in promotion of ethics and degree of applying those factors in Iran.

7- With regard to meaningfulness of difference of mean mark of individual personal values in two theoretical and practical modes, the study showed that this difference is meaningful with 99% probability and error level less than 0.01 ($t= 17.60$)

On the other hand, scientific mode of effect of individual personal values in ethics enjoys more mean (21.83) than mode of its attention in Iran (10.74).

Hence, Hypothesis H_0 is rejected and hypothesis H_1 is accepted).

Table No. 4 indicates results of T Test with relation to components related to individual dimension.

No.	Name of Dimension or Component	Name of Groups	No. of Sample	Mean Amount	Standard Deviation	Degree of Freedom	t	Meaningful Level (p)
1	Individual dimension	Scientific significance	54	21.78	12.40	53	36.35	0.01
		Application and attention in Iran	54	57.77	13.44			
2	Component of economic, financial and livelihood requirements	Scientific significance	54	12.7	1.94	53	19.56	0.01
		Application and attention in Iran	54	5.50	1.58			
3	Distributional justice component	Scientific significance	54	21.85	2.01	53	25.82	0.01
		Application and attention in Iran	54	9.85	2.44			
4	Job security component	Scientific significance	54	18.61	13.29	53	11.80	0.01
		Application and attention in Iran	54	12.35	13.28			
5	Job satisfaction component	Scientific significance	54	22.31	1.76	53	29.29	0.01
		Application and attention in Iran	54	10.42	2.43			
6	Component of approval of manager in view of individual	Scientific significance	54	18.24	1.67	53	20.49	0.01
		Application and attention in Iran	54	8.98	2.74			
7	Component of individual personal values	Scientific significance	54	21.83	3.05	53	17.60	0.01
		Application and attention in Iran	54	10.74	3.40			

Meaningfulness in 0.01 Level

Table No. 4: Results of T Test for meaningfulness Test of Difference of Mean Mark of Scientific Significance and Application of Individual Dimension Factors on Ethics along with Six-Category Components

B) Results Obtained from F Test for Testing meaningfulness of Mean Mark of Effectiveness of Six-Category Components Related to individual Dimension on Ethics

Hypothesis H₁: There is meaningful statistical difference between mean mark of individual dimension factors effective on ethics.

Hypothesis H₀: There is not any meaningful statistical difference between mean mark of individual dimension factors effective on ethics.

Fulfilling F Test with regard to meaningfulness of difference of mean mark of effectiveness of six-category components of individual dimension on promotion of ethics at organizations indicates that this difference extant between mean mark of desired components is meaningful with 99% probability and error level less than 0.01 statistically and six-category components of individual dimension differs from each other in terms of degree of effectiveness on promotion of ethics at organizations.

(Hypothesis H₀ is rejected and hypothesis H₁ is accepted).

The result of Table No. 5 is a solid evidence of the said claim:

Name of Groups	Total Squares	Degree of Freedom 9df)	Squares Mean	F	Meaningful Level (p)
Inner-Group	7521.54	5	1504.31	80.51	0.01
Mid-Group	11995.63	319	18.68		

Table No. 5: Results of F Test for meaningfulness test of difference of mean mark of effectiveness of individual dimension components on promotion of ethics at organizations

Hypothesis H₁: Factors of economic, financial and livelihood requirements, job security, distributional justice, job satisfaction, individual personal values and approval of manager in view of individual affect on promotion of ethics in individual dimension terms respectively.

Hypothesis H₀: Factors of economic, financial and livelihood requirements, job security, distributional justice, job satisfaction, individual personal values and approval of manager in view of individual do not affect on promotion of ethics in individual dimension terms respectively.

In continuation, conducting Scheffe Test for multiple comparing indicates that from among the desired components, component of economic, financial and livelihood requirements allocated the highest mean mark (22.36) while component of approval of manager in view of individual allocated the least mean mark (12.83) in terms of degree of effectiveness on promotion of ethics at organizations.

Meanwhile, component of "approval of manager in view of individual" was placed at one category, components of job security and individual personal values placed at second category and components of distributional justice, job

satisfaction and economic, financial and livelihood requirements placed at third category. (Hence, hypothesis H0 is accepted).

Name of Groups (Components)	No. of Sample	Mean Amount for Various Categories		
		First Category	Second Category	Third Category
- Approval of manager in view of individual	54	12.83		
- Job security	54		17.54	
- Individual personal values	54		18.21	
- Distributional justice	54			21.96
- Job satisfaction	54			21.99
- Economic, financial and livelihood requirements	54			22.36

Table No. 6: Results obtained from Scheffe Test for comparing meaningfulness of difference of mean mark of scientific significance of effectiveness of components related to individual dimension on promotion of ethics at organizations.

The data of research indicate that significance of effective factors of individual dimension on ethics is according to Table No. 7 as follows:

No.	Individual Dimension Factors	Rank of Significance
1-1	Economic, financial and livelihood requirements	1
1-4	Job satisfaction	2
1-2	Distributional justice	3
1-6	Individual personal values	4
1-3	Job security	5
1-5	Approval of manager in view of individual (subordinate)	6

Table No. 7: significance of effective factors of individual dimension on ethics

Results Obtained from Multivariate Regression Analysis

The fundamental principle in multivariate regression analysis is as follows: With knowing information about a phenomenon, we can anticipate its other information. In other words, "anticipation" is main specification and feature of regression. Regression helps us anticipate future trends of a phenomenon through the application of its current specifications.

Results Obtained from Multivariate Regression Analysis for Identifying Individual Factors Effective on Organizational Ethics

Based on the results obtained from regression analysis, all individual six-category components could impose meaningful regression effect on organizational ethics dependent variable.

On the other hand, multiple correlation coefficient amount or "R", which is equal to 78%, indicates that there is strong correlation between complex of independent variables and organizational ethics dependence variable. Determination coefficient amount or R2 (61%) indicates that six-category independent variables complex could clarify 61% of organizational ethics dependent variable changes and the rest changes (39%) of this variable is affected from factors that have not been imposed at model.

Thanks to the amount of F Test (52.30 percent), it should be referred that the desired model is appropriate model and set of considered independent variable enjoys high capability for clarification of organizational ethics dependent variable changes.

Thereupon, thanks to the efficient of the above standardized regression effect, individual factors regression equation effective on organizational ethics is as follows:

$$(Distributional Justice) 35\% + (job Satisfaction) 51\% + (Economic, Financial and Livelihood Requirements) 54\% = (Organizational Ethics) y E + (Approval of manager in view of individual) 19\% + (Job Security) 28\% + (Individual personal values) 30\%$$

Table No. 8 indicates results obtained from individual factors regression analysis effective on organizational ethics:

No.	Name of Variable	B	SEB	Beta	t	P-V
1	Constant figure amount	19.32	3.18	-----	8.91	0.01
2	X1= economic, financial and livelihood requirements	3.29	25%	54%	8.15	0.01
3	X2= job satisfaction	3.08	33%	51%	7.83	0.01
4	X3= distributional justice	2.11	41%	35%	5.22	0.01
5	X4= individual personal values	1.88	49%	30%	4.19	0.01
6	X5= job security	1.57	52%	28%	4.03	0.01
7	X6= approval of manager in view of individual	1.02	56%	19%	3.11	0.01

R= 0.78 R2= 0.61 F= 52.30 P-V= 0 TR=9

Table No. 8: Results obtained from multivariate regression analysis for identification of individual factors effective of organizational ethics

Results Obtained from Path Analysis

Path Analysis is the method, based on which, we can determine degree of effect of independent variables with dependent variable of research. In fact, Path Direction is the method which we can specify indirect effects of independent variables with dependent variables in tandem with direct effect. In Path Analysis, we always face two classes of variables: The first class of these variables includes internal variables and is called to a class of variables that are affected with variables

mentioned at model while the second class of variables includes external variables and is called to the variables which is affected from the factor that has not been mentioned at the model.

Results Obtained from Path Analysis of Individual Factors Effective on Organizational Ethics:

Based on the results obtained from Path Analysis, individual factors effective on organizational ethics, variable of job satisfaction, variables of economic, financial and livelihood variables, distributional justice, individual personal values, job security and approval of manager in view of individual have affected on dependent variable of organizational ethics both directly and indirectly.

These results are as follows:

No.	Name of Variable	Type of Effect		
		Direct	Indirect	Total
1	Economic, financial and livelihood requirements	54%	19%	73%
2	Job satisfaction	51%	0.09%	60%
3	Distributional justice	35%	17%	52%
4	Individual personal variables	30%	16%	46%
5	Job security	28%	0.05%	33%
6	Approval of manager in view of individual	19%	12%	31%
Total		2.17	785	2.95

Fig. No. 2: Path Analysis Model of Individual Factors Effective on Organizational Ethics

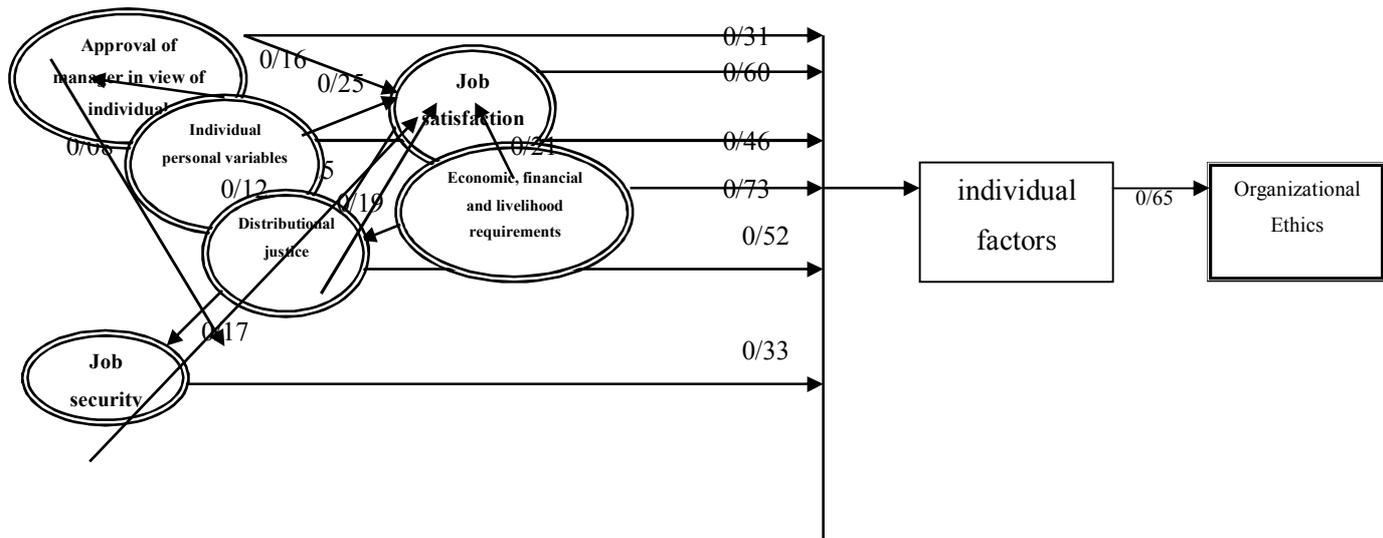
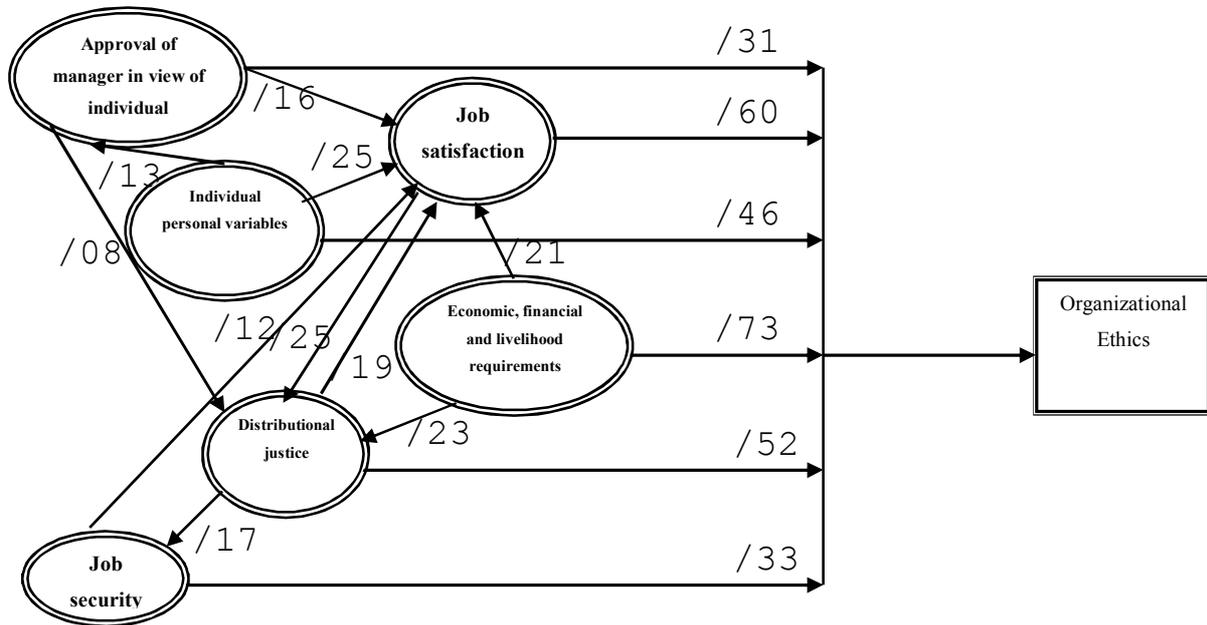


Fig. No. 3: Final Model and Results of Research Based on Each One of Components and Indicators of Individual Dimensions Conclusion

Analysis and conclusion of information obtained from measurement toll of research indicates that scientific significance of individual factors is noticeable in promotion of ethics of state-run organizations in Iran in such a way that mean mark of scientific significance (120.36) has been obtained against mean of application and attention to it in Iran. Each one of components of individual dimension play a key role in degree of effectiveness of individual dimension on ethics of Iran state-run organizations. Each one of these components, thanks to their significance, in degree of effectiveness includes as follows respectively: 1- economic, financial and livelihood requirements, 2- job satisfaction or interest of individual to his or her job, 3- distributional justice or justice in distribution of interests and facilities in view of individual, 50 job security and 6- approval of manager in view of individual (subordinate). The said issue can show key role of individual factors in effectiveness on Iran state-run organizational ethics. Other results can be observed at Fig. No. 3 in briefly.

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