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(Original Article)

Relationship between Work Ethics & Mental Health with Organizational Growth

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Abstract

Background: Attention to ethics is a serious work in organizations that today attracts the attention of organizations more than ever. The present study conducted to investigate the relation between mental health with work ethic and organizational growth in ministry of education of Tehran providence.
Method: Information gathering method was correlational descriptive and in terms of objective it was practical. The statistical population consisted of 2355 staffs all working in ministry of Tehran's education. The data collection tools were three standard questionnaires as follows: Spaides organizational growth Questionnaire (2007) with a reliability coefficient of 0.83, the Goldberg and Hiller mental health questionnaire (1978) with a reliability coefficient of 0.85, the Gregory Sipeti work ethics Questionnaire (1990) with a reliability coefficient of 0.86. Collected data analyzed by SPSS-22 statistical software using K-S and multiple regressions.
Results: The results were as follows: A) There is a meaningful relationship between the ethics of working with mental health in the education staff of the city of Tehran, and ethics make up 65.7% of the changes in mental health B) There is a significant relationship between work-related ethics and organizational growth in Tehran's education and training staff and work ethic explains 53.5% of organizational change changes.
Conclusion: Observing the principles and techniques of work ethics, in order to increase the level of mental health and organizational growth, can be realized through educational programs.

Keywords: Work ethics, Mental health, Organizational growth

Introduction

Efficient, resourceful and professional human resources are the core of the organization's deployment and survival in the current turbulent millennium. For this reason, in each human resource management organization, there is a need for the discovery of high-powered employees and tries to keep those people with the right tools. One of these is the organizational growth. A

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well-known tool that managers used it to efficiently deploy the network to today's organizations that have features such as the diversity of penetration channels, the growth of reliance on horizontal structure and collaborative networks, Sameness of mangers, staffs, and reducing organizational belongingness (1).

An organizational growth is a very complex behavioral theory, which refers to changing behavior at the organization level. (2). Organizational growth defined as a well-planned and sustained effort that uses behavioral knowledge to improve self-evaluation (3). Bekkhard said: organizational growth is an attempt at a planned, global approach; A top-level organization that aims to increase the organization's effectiveness and well-being through the planned interventions in organizational processes by utilizing behavioral knowledge. (4). According to Poras and Robertson, the organizational growth is the behavioral measures planned and knowledge-based in the workplace to improve the performance of the organization and the growth and development of individuals (5). In the general definition, organizational growth considered as a systematic, integrated, logical approach that used to improve organizational effectiveness (6).

As the growth of human resources in society promotes the full development of society and serves as a competitive advantage over other societies, hence, this process is the main concern of the community and the leaders of the dynamic and vibrant organizations of the world. In the meantime, it is clear that prioritizing education and training to raise the level of managers and employees of organizations improves their thinking, innovation and innovation, improves their knowledge and attitudes, and improves the socio-cultural status of society. (7) The growth of human resources in an organization not well understood without regard to work ethics. Some researchers said: Work ethics is a cultural norm that gives positive spiritual value to doing the right thing in society, believes that work itself has an intrinsic value (8). Some researchers believe that work ethics as an range of the culture of an organization generally means correct diagnosis from the wrong one in the workplace and thus the action of what is right and what is wrong (9). Some researchers said: In other words, ethics is a set of principles and standards of human behavior that determines the behavior of individuals and groups (10). Some researchers said: In the Islamic work, which is rooted in the teachings of the Qur'an and the Prophet of Islam followings take to account: avoidance of laziness, effort for the well-being, self-affirmation of the society, the legitimate and godly work, the accuracy in the correctness of the work done, the avoidance of low deception Work on altruism and humanity during work (11). Some researchers have stated that today's employers need employees who have a positive attitude to work ethics in their religious affairs (12).

Managing ethics in the workplace has many benefits, including:

- Ethical programs make the organization maintain its ethical performance in turbulent conditions.
- Ethical programs create strong teamwork and increase productivity.
- Ethical programs are the cause for the growth of staffs.
- Ethical programs coordinate employee behavior with values that the organization's leaders consider priorities.
- Ethical programs help create a positive image of the organization in the people's eyes (13).

Work ethics in the organization should base on two bases and knowing these two bases can lead to the elaboration of ethics appropriate and realistic atmosphere of society and work. In this case, there is also an executive guarantee:

1. It must base on community culture. You cannot draw the ethics of work management consultants in Iran based on work ethic in the United States or Britain or in Japan. You need to consider the culture of our community.
2. There should be sufficient knowledge of the management consulting profession. Accordingly, ethics in career management consul-

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tancy varies with professional ethics in medicine and engineering. (14).

According to the behavioral ethos of work, the probability of doing other ethical work reinforced when a person has done ethical work and encouraged by senior executives, To the extent that moral work becomes intrinsic values. Therefore, senior executives of organizations will be able to internalize work ethic in staff. Thus, the internalization of work ethic in the staff makes it possible for the individual to recognize the value of the organizational and professional mission within his organization and to do so for the value that his work entails. (15). The findings of a study indicate that the level of mental health increases in staffs with increasing work ethic, and vice versa (16). Some researchers showed that there was a positive and significant relationship between Islamic ethics and mental health in the staff of Yas plast North Golestan Company (17). They said that ethic work could anticipate mental health. Since mental health is fundamentally related to individual social performance and psychosocial, harm has an important role. Mental health means successful implementation of individual psychological functioning that leads to constructive activities for communicating with other people in society, and the ability to adapt to learning changes and creates self-confidence in an individual. This concept includes mental well-being, self-efficacy, self-sufficiency in intergenerational solidarity, ability to recognize potential talents and emotional in itself. (18). Mental health is a psychological maturity that maximizes the effectiveness and satisfaction of personal and social interactions that include positive emotions and feedback toward oneself and others. A person with mental health is sensitive to the needs of others and is struggling to meet their desires and comfort. He believes in himself and his abilities and considers problems as a cross-sectional phenomenon that is solvable. Therefore, barriers not affect damage to his morale.

A person, who is mentally healthy, is self-identifying and distinct from others, so is trying to develop feedback and behavior patterns. In such a way, that not only does not coincide blindly with the desires of others but also not abandoned by others. (19). But lack of mental health and the existence of negative emotions such as anxiety and depression in a person makes him indifferent to his study life and career, and even becomes incapacitated in decision making. (20). Attention to morality and ethical issues is a fundamental requirement for human and Islamic life as well as for a healthy society. Many of the behaviors and actions of managers and staffs were affected by moral values. The lack of attention to work ethics in organizations such as Iran, which, on the one hand, has a high degree of aggressive values and, on the other hand, a significant gap with advanced countries, can create major problems for organizations (21). Attention to the ethics in educational organizations especially in ministry of education system, which depends on the quality of the countries make this system effective (22). So, given the importance of the ethics of work in the human resources of the education system, the main question of the researcher is that it is based on a conceptual model (Figure 1). what is the relationship between the ethics of working with mental health and organizational growth in ministry o Tehran's education staff?

Materials and Methods

Research method: this research is in terms of its objective is practical and in terms of method is correlational descriptive.

Statistical population, sample and sampling method: The statistical population consisted of 2355 staffs all working in ministry of Tehran's education. Referring to Morgan's sample table, 327 samples represent the statistical population of the study. A randomized simple sampling method used to select the sample.

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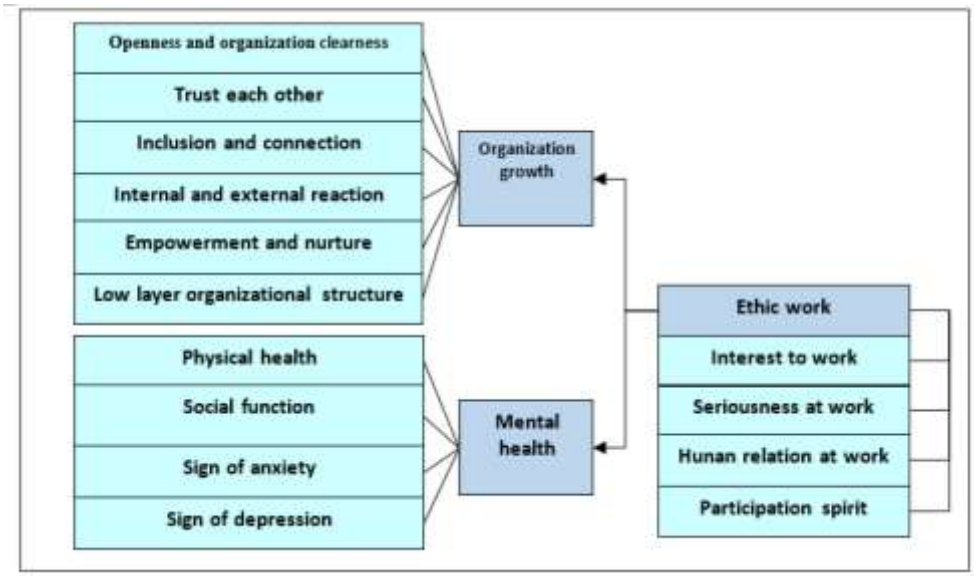


Fig 1: Conceptual model of research

The data collection tools was three standard questionnaires, that was as a response box as follow:

- Spaides organizational growth Questionnaire (2007) with a reliability coefficient of 0.83 It has 30 questions and six components as follows: Openness and transparency of the organization, Confidence in each other, Inclusion and conflict with each other. Internal and external feedback, Empowerment, low organizational structure. The scale of this five-point questionnaire is Likert. Kikha (2016) said the overall reliability coefficient of this questionnaire was 0.87 (23).
- 2. Mental health questionnaire: Hiller and Goldberg (1978) created it. It has 28 questions and 4 components: physical health, social function, anxiety symptoms and depression symptoms. The scale of this questionnaire is a four-point Likert. Aminan (2015) reported the total reliability of the questionnaire 0.85(18). Work ethics 3.Questionnaire created by gerigori Sipiti. It has 50 questions and 4 components: Interest in work, management in work, human relations in work and cooperative morale. The scale of this questionnaire is a five-point Likert. Sha'bani Bahar (2018) reported a reliability coefficient as 0.89, 6.6 (9) Sharifi and slamieh 0.81 (24) and soleymani 2012 (coefficient of 0.94) through alpha (25).

In this study, the reliability coefficient calculated using Cronbach's alpha for the dimensions of all three questionnaires executed on a sample of 30 executives is as follows in Table 1. As we can see all coefficient are higher than 0.7. This shows that all questionnaires have high reliability.

Data analysis method: Data analysis performed using two sets of k-s and multiple regression tests. All steps also performed using SPSS-22 statistical software.

Results

Analyzing normality or abnormality of data studying

According to Table 2, the significance level obtained in all variables is greater than 0.05, and with 95% confidence, it can be said that the research data is a characteristic of normality and should use parametric tests for data analysis.

Hypothesis 1 There is a significant relationship between the ethics of working with mental health in Tehran education staff.

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Table 1: Reliability coefficients of research questionnaires

Main variable	Sub variables	Cronach's alpha Coefficient
Organizational growth	Openness and transparency of the organization	0.80
	Trust each other	0.80
	Inclusion and work with each other	0.76
	Internal and external feedback	0.81
	Bring up and empowering	0.79
	Low layer organizational structure	0.75
	Total Alpha coefficient	0.83
Mental health	Physical health	0.74
	Social function	0.81
	Sign of anxiety	0.76
	Sign of depression	0.80
	Total Alpha coefficient	0.85
ethic work	Interest at work	0.71
	Seriousness at work	0.77
	Human relation in work	0.82
	Participation spirit	0.78
	Total Alpha coefficient	0.86

Table 2: Results if K-S test

Main variable	Sub variables	K-S	Sig
Organizational health	Openness and transparency of the organization	.236	.849
	Trust each other	.213	.148
	Inclusion and work with each other	.208	.143
	Internal and external feedback	.198	.269
	Bring up and empowering	.224	.175
	Low layer organizational structure	.252	.167
	Total Alpha coefficient	.075	.063
Mental health	Physical health	.271	.284
	Social function	.280	.282
	Sign of anxiety	.213	.248
	Sign of depression	.208	.243
	Total Alpha coefficient	.103	.170
Ethic work	Interest at work	.175	.260
	Seriousness at work	.215	.155
	Human relation in work	.213	.148
	Participation spirit	.208	.143
	Total Alpha coefficient	.099	.071

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Table 3: Multiple correlation models between work ethics and mental health

Multiple correlation	The coefficient of determination	Correction coefficient	Estimated criterion erro
.813 Anticipator: ethic work	.661	.657	.40915

According to Table 3, the correlation coefficient between the ethics of working with mental health is 0.813, which shows high correlation coefficient. The correction coefficient is also 0.657. This indicates that ethics affects 65.7% of mental health changes. According to Table 4, the calculated F value of 157.267 is significant at 0.05. This means that the multiple correlation calculated is meaningful and can generalized to the statistical society.

According to Table 5, the contribution of work ethics components to predict mental health is as follows: 1. Human relations in work amounting to 0.521 units

Table 4: Significance of multiple correlations between work ethics and mental health

Regression model	Sum of squares	df	Average square	F	Sig
regression	105.309	4	26.327		
Remains	53.904	322	.167	157.267	.000
total	159.213	326			
a. anticipator: work ethic **b.** predictable: mental health					

Table 5: Beta coefficients to predict mental health through ethic work

model	Pure coefficient Standard error	Beta	Modified beta coefficient	T statistics	Sig
constant	1.135	.100		11.342	.000
Interest at work	.082	.015	.177	5.262	.000
Seriousness at work	.041	.020	.069	2.064	.040
Human relation in work	.239	.015	.521	15.425	.000
Participation spirit	.233	.015	.505	15.334	.000
a. predictable: mental health					

2. Cooperative spirit in amount of 0.505 units. 3. Interest in the work amount 0.177 units.4 Seriousness in the work amounting to 0.069 units.

Hypothesis 2 There is a significant relationship between work-related ethics and organizational growth in the staff of the Higher Education.

Table 6: Multiple correlation models between work ethics and organizational growth

Multiple correlation	Coefficient of determination	Correction coefficient	Estimated criterion error
.735 Anticipator: ethic work	.541	.535	.54441

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According to Table 6, the correlation coefficient between organizational ethics and organizational growth is equal to 0.735, which shows a high correlation. The correction coefficient is also 5,355, which suggests that ethics accounts for 53.5% of organizational change fluctuations.

Table 7: Significant multiple correlation between work ethics and organizational growth

Regression mode	Sum of squares	df	Average squared	F	Sig
regression	112.275	4	28.069		
remain	95.437	322	.296	94.703	.000
total	207.712	326			
Anticipator: Ethic work					
Predictable: organizational growth					

According to Table 7, the calculated F value is 94.703 at 0.05. This means that the multiple correlation calculated is meaningful and can be generalize to the statistical

Table 8: Beta coefficients to predict organizational growth through work ethic

model	Pure coefficient		Modified beta coefficient	T statistics	Sig
	Standard error	Beta			
constant	1.085	.133		8.154	.000
Interest at work	.078	.021	.148	3.790	.000
Seriousness at work	.114	.027	.165	4.254	.000
Human relation in work	.209	.021	.399	10.142	.000
Participation spirit	.259	.020	.489	12.762	.000
Predictable: organizational growth					

According to Table 8, the contribution of labor ethics components to the prediction of organizational growth is as follows: 1) Cooperative spirit to the value of 0.489 units. 2) Human relationships in work amounting to 0.399 units. 3) Management at work in the amount of 0.165 units. 4) Tables to work in the amount of 0.148 units.

Discussion

The results from the first hypothesis of the research showed that there is a significant relationship between the ethics of working with mental health in the staff of Tehran education, and work ethic explains 65.7% of mental health changes. There is a consistency between the results obtained with the results of some researches. In most studies, ethical behaviors have a significant relationship with health and mental health indicators (26, 27, 28, and 29). This suggests that belief in ethics brings happiness and joy to work for a person and cause such a person to have less stressed and even depressed, and boosts features such as high spirits in group work and management and interest in work. The result of the second hypothesis showed that there is a meaningful relationship between work ethics and organizational growth in the ministry of Tehran education, and work ethic explains 53.5 percent of organizational change changes. In the resulting explanation, it should state that in the new concept of organizational growth, organizational people should be equipped with knowledge and information that have no problems with the organization and with their compassion, commitment, and scientific insight, together with the capabili-

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ties of the energy, put their expertise and thought into the realization of organizational missions (30). Work ethics, which considered as a strategic asset in the organization, leads to rising potentials, as well as increasing collective wisdom and teamwork, as well as reducing any kind of procrastination and oversight in corporate affairs.
It is suggested to:

- The ethical functions of the staffs evaluated.
- Values and ethical issues are disseminated within the ministry of education
- Employees are required to adhere to the ethics of their profession
- The education organization faces a moral clash when it comes to inadvertently and deliberately avoiding ethical problems.
- Training programs for all employees are required to observe the principles and rules of work ethics.
- The competencies and abilities of human resources should be emphasized more than ever
- Improved and modified with specific plans in interpersonal relationships, teams and groups within the organization
- Emphasis on humanity and humanism in all organizational matters. Because human resources are productive and creative when it comes to knowing that, the organization values and respects it and tries to meet its needs.
- Allocate an adequate budget for training and education of education staff

Conclusion

The results showed that there is a strong correlation between work ethics and mental health among organizational employees in Tehran, so observing the principles and techniques of work ethics, in order to increase the level of mental health and organizational growth, can be realized through educational programs.

Ethical consideration

Ethical issues (including plagiarism, informed consent, misconduct, data fabrication and/or falsification, double publication and/or submission, redundancy, etc.) have been completely observed by the authors.

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