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(Original Article)

Considering the Role of Culture and Organizational Voices on Teachers' Professional Ethics

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Abstract

Background: Improvement of professional Ethics in employees is the great challenge for organizational managers. This subject is more stressed in educational centers because of their content. Therefore, the aim of this study was to determine the role of culture and organizational voices on teachers' professional ethics.
Method: This study is a descriptive-correlation research. Population of the study includes all teachers of elementary schools in Ghaen province. Among all teachers, 186 teachers were selected by cluster sampling. Data were gathered by three standard questionnaires; Organizational culture, Professional ethics and Organizational voices. Data were analyzed by using multiple regression and Pearson correlation coefficient through SPSS18 software.
Results: Results show that organizational culture (mean=3.36±013), professional ethics (mean= 4.61±0.37) and organizational voices (mean= 4.83±.26) are more than the mean. Organizational culture explains 14 percent of professional ethics variance and 18 percent of organizational voices. Also, organizational voices explain 23 percent of professional ethics variances.
Conclusion: Culture and organizational voices lead to the improvement of professional ethics in teachers. Organizational culture provides the background of improvement of organizational voices for teachers. Therefore, organizational managers are able to promote organizational voices and culture that lead to improvement of professional ethics in teachers.

Keywords: Professional ethics, Organizational culture, Organizational voices

Introduction

Ethics is a major factor for successful function in competitive environment (1) and preventer of human activities from any deviation (2). Regarding ethics in educational organizations is an obvious principle (3). Professional ethics is a branch of ethics science and lead to the balance between maternal and non-maternal dimensions (4). Professional ethics principle is a set of principles that

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monitor behaviors of staffs (6). Educational programs are more based on ethical considerations (7). Education and training in society is accepted as a holy duty, this holy pushes the teachers to act based on ethical values (6).

The adherence of professors and teachers to the principles and values of professional ethics is important both from the point of view of developing an ethical-based organizational culture and from the perspective of transferring attributes and outstanding human characteristics to learners (8). Teachers play an important role in improving or worsening the ethical structure of the society (6). Parents and educational managers expect that teachers be aware of ethical principles (9). Regarding professional ethics by teachers guaranteed the process of learning–training in educational organizations and it increases the commitment of teachers to responding to the needs of learners (10). Promoting professional ethics in educational centers is depended to imagination from organizational culture (11). Culture of organization plays an important role in ethical decision-making of organizations (12).

Organizational culture is one of the basic issues of today's societies that has recently emerged in the area of organizational behavior in organizations (13) and it determines as an important factors in the progress or failure of organizations (14). Organizational culture has become one of the professions in organizational behavior (15). Organizational culture is a set of common meanings and values that links members of the organization (16) and it recognizes as a manual for thoughts and decisions (17) organizational culture is recognized as a personality and soul of organization (18) and it includes norms that define attitude and behaviors of personnel in organization (19). Organizational culture is an important factor for success of organization (20) and it consists a set of basic hypothesis that used by individuals to face up to issues in order to adapt to the environment and achieve unity and internal coherence (21). Organizational culture influences on all effective management methods and strategies then it should be considered by managers (15). Culture helps people to find organizational activities and it determines the behavioral norms (22). Different researches show that organizational culture leads to organizational commitment, motivation and job enthusiasm, job satisfaction, organization, creativity and innovation (23-25). From an organizational point of view, culture has been interpreted as a strong chain that provides sustainability for the organization (26). Organizational culture is a pattern of common assumptions among members of an organization that manages management and employee behavior in order to adapt to the external environment and internal integrity for the survival and growth of the organization (15). Attention to the points of staffs is an important factor of organizational factors.

Organizations must move today in a turbulent, uncertain and unpredictable environment that results from political and economic changes (8). Researchers have always emphasized on the importance of employee participation and interaction in decision making and expressing their opinions through the consideration of positive effects and positive outcomes (27). In fact, the voice of the staff helps managers identify issues and problems associated with work and facilitate organizational innovation (28). Employees 'voices refer to the expression of employees' opinions and opinions in organizational matters, in which employees consider participation and comment in organizational matters (29). Organizational voices, like organizational silence, are a pervasive phenomenon in the organization (30). On the other hand, this concept is against the silence of the organization, which employees abandons their opinions and do not interfere in organizational matters (31). Employees' voices include talking about problems with supervisors, providing solutions and suggestions to human resources departments, suggesting ideas for changing policy or consulting with unions or organizational professionals (32). In other hand, climate of organizational voices refers to environment that is suitable for each behavior (33). Organizational Voice is influenced by three important dimensions, including encouragement, safety and efficiency. The encouragement refers to the extent to which

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ideas and employees' opinions are welcomed by managers and organizational members; safety refers to the sense of security and lack of blame for expressing opinions (29).

Today, organizational environments are very complex and dynamic, since knowing and controlling these challenges for managers is difficult, so using employees as valuable organizational resources is known to solve problems (34). The ideas and opinions of employees can lead to many organizational issues and problems, and, on the other hand, reflect their interests and wishes to the management of the organization (35). On the other hand, the existence of voices in the organization is pleasant for employees, because comments on important issues, concerns, opportunities and facilities in the organization can reduce employees' dissatisfaction and stress (36). Organizational voices have resulted in various outcomes such as employee unity and participation (37), employee engagement (38),decrease of job cuts (39), psychosocial security (31), promotion of organizational psychological capital (40), occupational involvement (41), Self-esteem (42), motivation of employees to work (43).

Attention to ethical observance in educational systems provides the background of ethical improvement in other social systems. Professional ethics is effective on people's attitudes toward jobs and managers. Addressing the professional ethics of teachers in recent decades has been considered in most countries of the world (44,45). Teachers, as human resources, who have the engineering of public opinion and the cultural and scientific growth prospect of the community, have a duty to perform beyond others (46). On the other hand, attentions to variables such as organizational voices and organizational culture, which are important variables in the management of organizations, are of particular importance in educational centers.

According to the last research, the role of organizational voices and organizational culture were underestimated by researchers. Therefore, this study performed to determine the role of organizational voices and organizational culture on professional ethics of teachers.

Materials and Methods

The method of the research is descriptive- correlation. In terms of purpose, this is an applied study. Population of the study includes all teachers of elementary grades in Ghaen province (N=362). Size of the sample estimated based on the Morgan table and 186 subjects were selected as sample group. For saving time and costs, subjects were selected by stratified sampling. Demographic characteristics of the sample group are presented in table1.

Table 1: demographic characteristics

	groups	Number (%)
Gender	Female	97 (52)
	male	89 (48)
grades	Associate degree	5 (2.7)
	B.A	163 (87.6)
	M.A and above	18 (9.6)
Year of service	1- 10ys	32 (17.2)
	11- 20ys	73 (39.2)
	21ya and above	81 (43.5)

Data were gathered by three standard questionnaires. Organizational culture questionnaire (47) includes 36 questions that decided to consider organizational culture in four dimensions: flexibility, cooperation, stability, and mission. Answers are pointed based on Likert scale from 1 to 5. In this study, internal correlation was 0.86. Staffs voices questionnaire (29) has 12 questions that consider staffs voices in three dimensions: encouragement, security, and effectiveness. This questionnaire is pointed based on Likert scale from 1 to 7. In this study, internal correlation was 0.72. Professional ethics questionnaire (48) has 23 questions that consider ethics in four dimensions: interest, perseverance, human relationship, and cooperation. This questionnaire is also pointed based on Likert scale. Reliability of the study is approved by faculty members; validity is assessed by Cronbach's alpha (0.83). Data were analyzed by SPSS18 through multiple regression and Pearson correlation.

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Results

The data were analyzed for the kurtosis and skewness and showed in table 2. Since kurtosis and skewness are between +2 and -2, it can be concluded that data were normal (table 2). Also, Results show that organizational culture variables with mean 3.36±0.13; organizational voices with mean 4.83±0.26 and professional ethics with mean 4.61±0.37 are higher than average.

Table 2: Descriptive factors

Variables	N	Mean	SEM	Skewness	Kurtosis
Organizational Culture	186	3.36	0.13	0.58	-0.68
Organizational voices	186	4.83	0.263	0.73	-0.51
Professional ethics	186	4.61	0.37	-0.45	-0.27

Components of organizational culture has a predictive role in professional ethics of teachers

In table 3, multiple correlation coefficient is 0.37 and square of multiple correlation coefficient is 0.14. Therefore, organizational culture predicts 14 percent of professional ethics in teachers. Table shows that gathered F is 27.41 (sig. 0.01 and zero hypothesis is rejected.

In table 4, results of multiple regressions determine the standard beta coefficient between components of organizational culture and professional ethics in teachers. Beta coefficient is significant in components of flexibility, mission and stability. Therefore, teachers with higher points in these components are more attended to professional ethics. In other hand, teachers who look at their organization as a valuable place are more attended to professional ethics. As results show that collaborative doesn't predict professional ethics in teachers (t=1.31, p>0.05).

Table 3: Results of correlation coefficient and R^2

model	CC	R^2	Adjusted R^2	F	Sig.
1	0.37	0.14	0.13	27.41	0.001

Table 4: Prediction of professional ethics based on organizational culture components

Model	Non-standard coefficient		Standard coefficient	T value	Sig.
	B	SD	Beta		
Constant amount	3.21	0.16		15.27	0.001
Collaborative	0.021	0.01	0.09	1.31	0.112
Flexibility	0.043	0.01	0.39	5.91	0.02
Mission	0.081	0.022	0.47	6.74	0.01
stability	0.11	0.02	0.37	7.21	0.001

Components of organizational culture have a predictive role in organizational voices

In table 5, multiple correlation coefficients is 0.43 and square multiple correlation coefficients is 0.18. Therefore, organizational culture predicts 18 percent of organizational voices in teachers. Table shows that obtained F is 42.11 (sig=0.01) and zero hypothesis is rejected.

In table 6, results of multiple regression analysis stated the standard beta coefficient between components of organizational culture and organizational voices of teachers. Beta coefficient was positive and significant in collaborative, stability and flexibility components. Therefore, teachers with higher points in these components more express their ideas about organization. As results

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showed the mission is not able to predict organizational voices of teachers (t= -1.71, p>0.05).

Table 5: results of correlation coefficient and R^2

Model	Correlation coefficient	R^2	Adjusted R^2	F	Sig.
1	0.43	0.18	0.17	42.11	0.001

Table 6: Prediction of voices based on components of organizational culture

Model	Non-standard coefficient		Standard coefficient	T value	Sig.
	B	SD	Beta		
Constant amount	2.71	0.19		13.07	0.001
Collaborative	0.061	0.017	0.045	10.21	0.001
Flexibility	0.047	0.01	0.51	8.41	0.001
Mission	-0.018	0.01	-0.79	-1.71	0.081
stability	0.027	0.016	0.32	4.26	0.03

Components of organizational voices predict professional ethics of teachers

In table 7, multiple correlation coefficient is 0.48 and square of multiple correlation coefficient is 0.23. Therefore, organizational voices explain 23 percents of professional ethics of teachers. Table show that obtained F is 11.26 (sig. <0.1) and zero hypothesis is rejected.

Table 7: Results of correlation coefficient and R^2

Model	Correlation coefficient	R^2	Adjusted R^2	F	Sig.
1	0.48	0.23	0.22	11.26	0.001

Table 8: Prediction of professional ethics based on components of organizational voices

Model	Non-standard coefficient		Standard coefficient	T value	Sig.
	B	SD	Beta		
Constant amount	3.11	0.23		19.21	0.001
Security	0.02	0.01	0.06	0.19	0.13
Effectiveness	0.13	0.034	0.32	3.43	0.03
Encouragement	0.18	0.02	0.43	5.11	0.001

In table 8, results of multiple regression analysis stated the standard beta coefficient between components of organizational voices and professional ethics of teachers. Beta coefficient is positive significant in components of effectiveness and encouragement. Therefore teachers with higher points in these components pay more attention to ethical principles. As results stated, security is able to predict professional ethics of teachers (t=0.19, p>0.05).

Discussion

Knowledge and adherence to professional ethics is one of the expectations of managers from employees (9). On the other hand, organizational

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culture and voices are considered as important and new management variables in organizations (16, 49). It is important to pay attention to the role of these variables in the professional ethics of employees.

The purpose of this study was to investigate the role of organizational culture and organizational voices on professional ethics of teachers. Results show that the points of organizational culture, organizational voices and professional ethics are higher than average. Results of regression determine that components of mission (β=0.47), flexibility (β= 0.39) and stability (β=0.37) are able to predict professional ethics of teachers. In other hand, teachers in active departments have more attention to professional ethics. As it is stated, the clarity of the goals and mission of your organization has the greatest role in predicting the ethics of the teachers. Also, the results showed that the participation component was not able to predict the professional ethics of teachers. The results of these findings are in line with the findings of some studies (13, 15, and 50).

Results of regression analysis showed that the components of collaborative (β=0.45), flexibility (β= 0.51) and stability (β= 0.32) are able to predict organizational voices of teachers. In other hand comprehension of teachers about flexibility of educational department, stability of cultural values and culture of collaboration in educational organizations is caused more comments from teachers. As results showed that mission doesn't able to predict organizational voices of teachers. In other hand, the mission and objectives of the organization do not play a role in the level of participation and comments of teachers on issues.

Also, results of regression analysis showed that components of effectiveness (β= 0.32) and encouragement (β= 0.43) are able to predict professional ethics of teachers. In other hand, managers of educational departments that encourage vocal behaviors of teachers lead to improvement of professional ethics of teachers. As results showed that the security is not able to predict professional ethics of teachers in educational departments. In other words, teachers are less likely to criticize their superiors in expressing their opinions and ideas. Results of this study are matched with other studies (27).

In the present study, it should be noted that all restrictions that include research in the humanities and social sciences also exist in this area. One of the restrictions is that the questionnaire was the only tool for collecting data in this study. It is self-report and it is also possible to bias in answering. Individual special situations like fatigue, anxiety, mental status and the crowds of schools have impact on answering the questions. Therefore, it is recommended to use semi-structured interviews along with the questionnaire. For example, we can use qualitative-phenomenology methods to consider organizational factors that effect on professional ethics.

According to the results of the research, the following suggestions are presented to promote professional ethics:

1. Educational leaders work to improve the organizational culture of their training centers to create a participatory atmosphere, a flexible environment, clear missions and unit goals for staff and value stability.
2. Managers pay attention to employee opinions about organizational issues. Encourage staffing suggestions. In evaluation of employees more attention to their abilities not critics.

Conclusion

Ministry of education like other governmental organization needs to improve the quality and quantity of the teachers. This subject is a pattern for teachers who have close relationship with students. Findings of this study show the significant correlation between organizational culture and organizational voices with professional ethics.

Ethical consideration

Ethical issues (including plagiarism, informed consent, misconduct, data fabrication and/or falsification, double publication and/or submission,

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redundancy, etc.) have been completely observed by the authors.

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