



Realization of Professional Ethics among Employees of Scientific and Educational Centers (Case Study of Razi University, Kermanshah)

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Abstract

Introduction: Ethics in the work environment plays a fundamental role in the growth and development of an organization. For this reason, managers and employees should pay special attention to this issue. This is especially important in scientific and educational centers. Therefore, the purpose of this research is to investigate the level of attention paid to the various dimensions and components of professional ethics among the employees of scientific and educational centers.

Material and Methods: The current research is applied and in terms of the nature of descriptive-analytical research. The statistical population included the employees of Razi University of Kermanshah, among whom 108 people were randomly selected as the research sample. The data collection tool was a questionnaire, and finally the data were analyzed using the one-sample t-test method in SPSS software.

Results: After the inferential analysis, the null hypotheses were rejected and the research hypotheses were confirmed. This means that the dimensions of professional ethics were realized in Razi University and the communication dimension had the highest score and the personality dimension had the lowest score.

Conclusion: Ethics in the work environment refers to the set of principles and values that regulate people's behavior and working relationships and guide professional interactions. Undoubtedly, the professional ethics of employees in different dimensions of personality, social, communication and value will bring important functions such as strengthening working relationships, promoting cooperation and interaction, increasing trust and maintaining the credibility and reputation of the scientific-educational center.

Keywords: Professional ethics, Personality dimension, Social dimension, Communication dimension, Value dimension, Scientific and educational centers

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INTRODUCTION

Today, organizational and professional ethics have a very important role in the world and the organized field, in such a way that ethics and its related topics such as justice, fairness, commitment and individual and organizational rights have found a bold and important role. Therefore, managers and employees of

organizations need a set of ethical and value guidelines in addition to organizational and legal standards to carry out their organizational affairs, which will help them in organizational behaviors and practices and enable a kind of coordination in organizational ethics. Because today, one of the most important criteria for evaluating

organizations and their success is compliance with ethical issues [1].

"Ethics" in the word means habit, principles, procedures, etc. In the term, it refers to those positive traits that are consistent with the norms of the society. Sometimes we think of ethics as a description of a state or behavior, and sometimes we mean it as systematic knowledge [2]. According to this definition, ethics refers to the relationship between two things: the person who performs a behavior and someone or something that is somehow the target of that behavior [3]. Ethics becomes important in different aspects of life and when we talk about the role of ethics in business, the concept of professional ethics stands out. Professional ethics deals with how a person behaves, politely and acts when doing professional work. This work can be consulting, research, teaching, writing, medicine or any other job. In fact, professional ethics is a set of principles and standards of human behavior that determines the behavior of individuals and groups in a professional structure, and its concept is adopted from the science of ethics. In other words, the set of ethical rules obtained from the nature of profession or occupation is called professional ethics [4]. Professional ethics covers all topics related to ethical standards in various professions such as law, medicine, philosophy, accounting, etc. and classifies them [5]. Factors affecting professional ethics include social responsibility, spirituality, narcissism, conflict between the role of organizational culture and stakeholders [6]. According to the research, the most important dimensions of professional ethics are: personality dimension, social dimension, communication dimension and value dimension [7]. One of the important fields in which professional ethics is very important are scientific-educational centers. The morals, morals and internal norms of the scientific and educational community are among the most determining factors of university culture in the

fields related to performance evaluation. It has also been considered as a basis for the institutionalization of self-evaluation and self-regulation among science and technology activists, scientific communities and academic institutions, which requires the development of validation and quality assurance systems [8].

The development of evaluation culture and quality assurance systems in academic and scientific systems is primarily dependent on the fact that the actors feel the inner commitment necessary to adhere to the norms of their scientific activity, the concern for quality, the transparency necessary for the ability to evaluate, take responsibility, and accept criticism. and cooperation in quality assurance processes and finally have a sufficient sense of public accountability. In other words, if the quality assurance processes are subject to the criteria agreed upon by the professional system, the commitment to this quality criterion requires the existence of specific internal rules or criteria in the form of a professional ethics system. This is why professional systems set ethical codes or moral principles for themselves, which actually reflect ethical standards and support for maintaining the professional standards of the profession [9].

Professional ethics among the employees of scientific-educational centers is also one of the important factors in improving the quality of universities and scientific centers, which unfortunately is not paid much attention to in our society. Therefore, the purpose of this research is to investigate the level of attention paid to the various dimensions and components of professional ethics among the employees of scientific and educational centers. In this regard, the research assumptions are:

The main research hypothesis:

1- Professional ethics are observed among the employees of Razi University of Kermanshah.

Sub-hypotheses:

- 2- Professional ethics are observed in the personality dimension among the employees of Razi University of Kermanshah
- 3-Professional ethics are observed in the social dimension among the employees of Razi University of Kermanshah
- 4-Professional ethics are observed in the communication dimension among the employees of Razi University of Kermanshah
- 5- Professional ethics are respected in the value dimension among the employees of Razi University of Kermanshah.

MATERIAL AND METHODS

The current research is applied and in terms of the nature of descriptive-analytical research. The statistical population included the employees of Razi University of Kermanshah, among whom 108 people were randomly selected as the research sample. The demographic characteristics of the sample are presented in Table 1.

Table 1: Demographic characteristics of the sample group

Description	Status	Frequency	Percentage
Gender	Male	75	69.4
	Female	33	30.6
Age	32-42ys	68	63
	43-55ys	40	37
Education	B.A	76	70.4
	M.A	26	24.1
	Ph.D.	6	5.6

The tool for collecting information has been made by the researcher. which is organized by examining the theoretical foundations and research records related to the subject [10-16] in 4 dimensions: personality (5 items), value (5 items), communication (5 items), and social (5 items). There are several methods to determine the validity and reliability of questionnaires, and to confirm the validity of the questionnaire used in this research, the validity of the questionnaire was confirmed by using the opinion of experts and experts in the field of management and industry. Also, Cronbach's alpha coefficient was used to measure the reliability of this

questionnaire, and this coefficient was 0.892, which is higher than 0.7, so the questionnaire was also confirmed in terms of validity. This questionnaire has 32 questions in 4 dimensions of professional ethics (personality, social, relational and value) which were completed in the form of a 5-line Likert scale. Finally, the data were analyzed using the sample t-test method in SPSS software.

RESULTS

In order to check the hypotheses of this research, a sample t-tech test was used. The result of this analysis is shown in table 2.

Table 2: Hypothesis analysis with sample t-test method

Hypothesis	t	df.	Sig.	Mean differences	$\alpha=0.05$	
					Upper limit	Lower limit
Professional ethics	99.923	107	0.00	116.370	114.06	118.68
Social dimension	78.132	107	0.00	28.981	28.25	29.72
Affective dimension	77.942	107	0.00	30.00	29.24	30.76
Value dimension	79.045	107	0.00	29.074	28.34	29.80

Personality dimension	70.612	107	0.00	28.093	27.30	28.88
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According to the findings of the above table, it is clear that professional ethics are observed in general as well as in social, emotional, value and personality dimensions among the employees of Razi University of Kermanshah. Among the employees of Razi University, the communication dimension is the strongest and the personality dimension is the weakest.

DISCUSSION

The research data has been analyzed using the one-sample t-test. The results showed that the research hypothesis of "Professional ethics and its dimensions are observed among the employees of Razi University of Kermanshah. Also, by examining the different dimensions of professional ethics, it can be seen that professional ethics are the strongest in the communication dimension and the weakest in the personality dimension. These results are consistent with the results of some researches in this field [16, 17].

Based on the obtained results, it is suggested:

- Managers and employees of the organization should be diligent in order to achieve the best performance by interpreting and explaining the mission and ideals of the organization, which emphasizes professional ethics.
- Taking into account the components and dimensions that have received the most points as the strengths of the organization in order to maintain and continue them, and the self-control component that has the lowest points in the personality dimension, plan and take action to strengthen them.
- Consolidate the strengths and eliminate the weaknesses by holding the study course and professional ethics workshops.

CONCLUSION

The role of ethics in the work environment is very

important and has a significant impact on performance and organizational culture. Professional ethics regulate people's behavior and work relationships and guide professional interactions. Undoubtedly, the professional ethics of employees in scientific and educational centers will bring important functions in different dimensions of personality, social, communication and value. We can point out factors such as strengthening working relationships, promoting cooperation and interaction, increasing trust and maintaining the credibility and reputation of the scientific-educational center.

ETHICAL CONSIDERATIONS

Ethical issues (such as plagiarism, conscious satisfaction, misleading, making and or forging data, publishing or sending to two places, redundancy and etc.) have been fully considered by the writers.

CONFLICT OF INTEREST

The authors declare that there is no conflict of interests.

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