

A study on the relationship between job ethics with job satisfaction and job stress among the staff of vocational education organization in Tehran

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Abstract— The purpose of the study was to explore the relationship between work ethic and staffs' job satisfaction and job stress. The study used the descriptive (correlation) method of data collection. The participants in this study were 216 staffs (female =92, male =124) at vocational technical education organization in Tehran city. Three instruments were used to collect data. The work ethic was measured by the designed questionnaire. The staffs' job satisfaction was measured by the Robbins and Juddy[13] inventory and the job stress was measured by the Sotodeh[16] job stress inventory. The data were analyzed by using the Pearson product – moment correlation technique and multiple regressions. The major findings were as follows: 1) A significantly positive relationship was found between total work ethic and staffs' job satisfaction. 2) A significantly negative relationship was explored between total work ethic and staffs' job stress. 3) A significantly positive relationship was found between each of the three dimensions of work ethic (attachment, seriousness, healthy relations) and staffs' job satisfaction. 4) A significantly negative relationship was determined between each of the four dimensions of work ethic (attachment, seriousness, healthy relations, partnership) and staffs' job stress 5) The multiple regression analysis indicate that all four dimensions of work ethic are significant predictors of job satisfaction and two dimensions of work ethic(attachment, seriousness)are significant predictors of job stress.

Keywords-component; Work Ethic, job satisfaction, job stress, Semnan.

I. INTRODUCTION

Ethical corruption in organization has become a major factor to create various problems in the society [12]. The decline in behavior criterion in the public organizations has encourage researchers to look for the theoretical bases for such a phenomena in the society. [5]. Chalabi noted that social participation, social justice, and cultural adjustment are all associated with belief in work ethics in organizations[3]. In his research, Piree showed such organizational variables as job satisfaction, organizational justice and participatory leadership style which would increase work ethical level in the organizations. Some other variables as individual characteristics as gender, age, marital status, education level, employment and job experience were also found to be associated with work ethics[11].

Management ethics has found a great importance in educational organization. Management in the vocational

education institutions should consider the need to increase staff satisfaction of work environment and should provide an effective education program for the learners [17]. Job satisfaction refers to individual's general attitude toward task. One who has a high satisfaction with his task will have a positive attitude toward job [13]. Job satisfaction could be taken as employee's attitude toward six principles, namely work, salary, organization, colleagues, promotion, and supervisor [15].

Another problem in the modern life, however, is the existence of stress in work environment. According to National Institute of Occupational Safety & Health, job stress will occur when there is no cooperation between job needs and competencies. In other words, job stress will occur when there is no adjustment between what is expected from the staff and what is being interested by the staff [2]. The social security office in California reports that during 1979-1988, there has been a 700% increase in job stress [7]. Job stress has been rooted in personal, organizational, communicative, and environmental factors[8]. In their research, Saks, et. al. found that a stronger belief in work ethics has a direct relationship with job satisfaction and organizational commitment and indirect relationship with less inclination to leave the job[19].

Yusuf's research showed that work ethics has direct and positive correlation with such three-dimension variable as organizational commitment (meaning, sympathetic, normative, and continuous)[20]. In another research, Yusuf conducted a survey on 425 Muslim staff from few organizations in United Arab Emirates, and concluded that there was a positive and meaningful relationship between work ethics and organizational commitment. His research also showed that work ethics has a meaningful relationship with job satisfaction[21].

In another research by Schwepker conducted among the sales managers, it was found that the creation of an ethical environment depended upon ethical rules and regulations which will lead to a higher job satisfaction and organizational commitment and therefore a lower rate of job dropouts[19]. In a research by Pettijohn & Charles performed in a business company, it was found that there was a positive relationship between seller's understanding level of work ethics principles set by employers and consuming behavior and its effect on job satisfaction of the sellers[10].

Ocpra and Vein conducted a survey on the effect of work ethics on job satisfaction and organizational commitment in Nigeria and concluded that there was a meaningful relationship between work ethics and job commitment and job satisfaction[9]. Chiko and Boo investigated the relationship between the structure of ethics culture and job satisfaction and organizational commitment[4].

Review of literature in Iran would show similar results to previous research. Haghiri made clear the relationship between Managers' Ethical Orientation (meaning personal ethical behavior, organizational, social and legal) with Organizational commitments and job involvement among the staff of office of education[6]. Attarian found that there was a positive and direct correlation between environment ethics and job satisfaction[1]. Saboori also found a relationship between the dimensions of ethical behavior of managers (meaning personal ethical behavior, organizational, social and beneficiary) and improvement of behavior consumption model in public organizations[14].

This researcher, accordingly, believes that in the literature on ethical orientation in organizations, there is still a lack of theory building and need for research to be conducted. The present research, therefore, has intended to study the relationship between employees' level of understanding of work ethics and job satisfaction and job stress in technical and vocational education centers in Tehran.

II. RESEARCH HYPOTHESES

H₁: There will be a significant relationship between staffs' perception of work ethic and their job satisfaction.

H₂: There will be a significant relationship between staffs' perception of work ethic and their job stress.

III. METHOD

A. participants

The sample of the study consisted of 216 staffs who worked at vocational technical education organization in the Tehran city.

B. instruments

Work ethic: a set of 50 items from the Work Ethic Inventory (WEI) were used to provide a self-assessment of each staffs' perceived work ethics level. The four dimensions of work ethic assessed by this tool are: dependable (16 items),

ambitious (12 items), considerate (14 items) and cooperative (8 items). A five-point Likert scale response format ranging from almost never to almost always were used to score each item.

Job stress: A 20-item instrument, which assesses staffs, perceptions of their stress signs from three month ago until now, was used. This instrument was normalized by Sotodeh[17]. All items employed a 5-point response format (Viz. strongly Disagree, Not sure, agree, and strongly agree).

Job satisfaction: A set of 60 items from the Job satisfaction Inventory (Robbins, 1991) was used to provide a self-assessment of each staffs' perceived job satisfaction level. The six dimensions of job satisfaction assessed by this tool are: work(12 items), salary (9 items), organization(14 items), co-worker(12 items), promotion(6 items) and supervisor(13 items). A five-point Likert responds format ranging from almost never to almost always be used to score each item.

The reliability of all three instruments were calculated by α Cronbach procedure. The result of calculations was as follows: job satisfaction (0.95), work ethic (0.94), and job stress (0.93).

IV. RESULTS

The demographic characteristics of the respondents are summarized: 57.40 per cent of the respondents were male and 42.59 percent were female. As much as 57.1 percent were bachelor and 7.6 percent were master.

Table 1. Shows the means, standard deviations and minimum and maximum values for work ethic, job satisfaction and job stress.

TABLE 1. DESCRIPTIVE STATISTICS

Variable	Mean	Sd	Min	Max
Job satisfaction	3	.579	1.31	4.57
Work ethic	4.43	.369	3.10	5.08
Job stress	.958	.635	0	3.20

A Person's correlation coefficient was applied to assess the work ethics relationships with job satisfaction and Job stress. The results are shown in table 2

TABLE 2. CORRELATION MATRIX AMONG THE DIMENSION OF WORK ETHIC WITH JOB SATISFACTION AND JOB STRESS

Independent Dependent	Dependable	ambitious	considerate	Cooperative	Work ethic(total)
Job satisfaction	$r = 0.301$	$r = 0.289$	$r = 0.065$	$r = 0.128$	$r = 0.240$
Job stress	$r = - 0.415$	$r = - 0.418$	$r = - 0.292$	$r = - 0.320$	$r = - 0.434$

$p < 0.01$ sig= 0.000

As table 2 shows there is a significant positively relationship between three dimensions of work ethic

(dependable, ambitious, cooperative) and Job satisfaction. In addition, there is a significant negatively relationship

between each dimension of work ethic and job stress. No significant relationship was not observed between considerate (one of the dimension of work ethic) with job satisfaction. The multiple regression analysis indicated that

three dimensions dependable, ambitious and considerate are significant predictors of job satisfaction. Table 3 shows the results of multiple regression analysis.

TABLE 3. RESULT OF MULTIPLE REGRESSION ANALYSIS

Model	Unstandardized		standardized	T	Sig
	B	Std.error	Beta		
Constant	1/753	0/447		3/924	0.000
Dependable	0.351	0.120	0.270	2.916	0.000
Ambitious	0.273	0.110	0.230	2.487	0.000
considerate	-0.326	0.120	-0.222	-2.718	0.0007

Model summary: R= 0.365, R² = 0.133, Adjust R = 0.121, st. error = 0.542, F = 10.88, sig = 0.000 Predictors: (constant), Dependable, Ambitious, considerate/ Dependent variable: job satisfaction

Another multiple regression analysis indicated that two dimensions ambitious and dependable are significant

predictors of Job stress. Table 4 shows the results of multiple regression analysis.

TABLE 4. RESULT OF MULTIPLE REGRESSION ANALYSIS

Model	Unstandardized		standardized	T	Sig
	B	Std.error	Beta		
Constant	3.875	0.398		9.734	0.000
Ambitious	0.346	0.121	0.251	-2.977	0.000
Dependable	-0.346	0.121	-0.242	-2.867	0.000

Model summary: R= 0.453, R²=0.205, Adjust R=0.198, st. error=0.569, F=27.52, sig=0.000 Predictors: (constant), Ambitious, Dependable, Dependent variable: Job stress

V. DISCUSSION AND CONCLUSION

The multi-dimension findings of this research have a lot to say. First, the research showed that staff understandings of work ethics has a positive and meaningful relationship with job satisfaction. In other words, the research has shown that the more the staff feels the dominant rule of ethics in work environment, the more they will be satisfied with their job experience ($p < 0.05$). This finding is similar to the findings of the previous researches conducted by Sacks [10] Yosuf [20], [21], Schwepker [18], Ocpra and Vein [9], and Chikobo [4]. The above surveys have discussed and expressed the positive relationship between organizational ethics and job attitudes (namely commitment, job satisfaction and sympathy with job...). The studies performed in Iran also approves the findings of the present research. Haghiri [6], for example, showed that ethical management improves organizational commitment and job interest. Attarian [1] found the relationship of organizational ethics with job satisfaction. Saboori [14] found that ethical behavior of managers has affected the consumption behavior model of staff in executive jobs in public organizations.

The second finding of the present research argues that there is a negative and yet meaningful relationship between staff understanding of work ethics and job stress ($p < 0.05$). In other words, the more the feeling of staff with ruling ethics

in work environment, the less the job stress level. This finding will approve the previous theories in psychology and work relationship. The dominant force of work ethics in organizations will reduce the negative impact of factors influencing staff attitudes and behaviors. Individual characteristics are of major importance in determining job stress, which will be formed by feelings, experiences, beliefs, and assumptions in work environment. People's understandings of ethical principles dominated in-group behavior have the most effect in this respect.

In general, to explain the research findings, it can be argued that work ethics is based on philosophical, social, cultural and psychological principles; each has its own effects on individuals, as well as group and organizational behavior of staff. Philosophically, assumption, values, beliefs and thoughts of managers toward society, organization and work environment, will cultivate their hypothetical and practical principles of ethics. From social and cultural aspect, too, the way managers understand limitations and behavioral norms in society and organization will strongly affect ethical management. It seems that the work environment oriented toward psychological principle is mostly based on motivational contexts which will be able to provide the strengthening of job attitudes if fostered in excellent level of work environment.

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