

THE EFFECTS OF ORGANIZATIONAL HEALTH COMPONENTS ON THE WORK ETHICS OF IMAM ALI HOSPITAL STAFF IN ZABOL CITY

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ABSTRACT

Organizational Health plays an important role in the success of the organization's mission, implementation of strategies and plans, and eventually in achieving organizational goals. The current study aimed at investigation of the effects of organizational health on the work ethics of Imam Ali hospital staff in Zabol City. The current study is of applied type in terms of objective and has a descriptive-survey nature. The statistical population of the study included all the employees of Imam Ali hospital in Zabol who were 550 persons. The sample was calculated as 225 employees using Morgan Table. The field data collection method was chosen for data collection among the several data collection methods. The instrument used for field data collection was the structured questionnaire whose validity was confirmed by the professors and reliability was confirmed Cronbach's alpha. The data analysis was done through statistical tests and SPSS. The research findings indicated that there is a positive relationship between the work ethics components and organizational health of Imam Ali hospital staff.

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KEY WORDS

Work Ethics, Health Components, Staff, Imam Ali hospital

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INTRODUCTION

The concept of work and its role in human social and civic life is clear to everyone. Human life in the society is so ingrained in work. Human work is not only mixed with his knowledge and experience, but also it is manifested as a cultural and valued task [1]. Human capital as the most important factor in the organization's productivity, by using their talents and abilities, can help the organization in achieving its goals [2]. One of the most important factors in positive behaviors that lead to success in the workplace is the work ethic. Work ethic relies on the sense of responsibility, commitment and reliability of the person to function, duties, and responsibilities assigned. In other words, it provides a self-regulatory mechanism for doing the tasks in which people, without direct or indirect supervision from the outside, do the tasks both quantitatively and qualitatively [3].

Work ethics is one of the qualities that lead the staff to passionately and voluntarily put their abilities, talents, and expertise for achieving the organizational goals without control [2], [4]. In other words, work ethics is the sincere consent and commitment to the work a person does in a way even if there is no one supervising him, there will be no shortcomings imposed in terms of activities and duties [5]. One of the fundamental problem of our society in order to achieve organizational health is the poor work ethics among a considerable proportion of the workers of the country. Several factors contribute to the creation of this problem which seems to have a cultural base, among which the social, organizational, and individual are most important. The concept of positive organizational health in an organization, draws attention to the conditions that facilitate the growth and development of the organization, or cause the organization dynamism.

The work ethics should be common among the society members and human resources of the organizations. So, on the one hand, work ethics become natural, innate and universal in people and on the other hand, the use of existing facilities will be maximized at lowest cost and in the shortest time. The researcher of the current study aimed at investigation of the effects of work ethics components on organizational health of Imam Ali Hospital staff in Zabol City.

MAIN HYPOTHESIS

The work ethics components has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

SECONDARY HYPOTHESES

Hypothesis 1: competence has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Hypothesis 2: order and discipline has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Hypothesis 3: Conscientious has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Hypothesis 4: self-control has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Hypothesis 5: trying to succeed has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Hypothesis 6: precaution in decision-making has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

CONCEPTUAL MODEL OF THE STUDY

According to review of literature and summers, Allen, and Meyer's model (1991) and Mohseni's Model (2008), the theoretical framework was made. The work ethics indicators (traits of conscientiousness): these traits are the exact indicators of characteristics of a good employee or worker and include competence, discipline, conscientious, trying to succeed, self-control, and precaution in decision-making (Costa & McGray, 2002).

Competence: Employee's competence means the minimum time and energy consumed for the maximum job done. Order and discipline: Those with the discipline do their duties with integrity, are strict and demanding in performing their duties, and have a regular program for their own affairs. The undisciplined people are not able to organize.

Conscientious: Conscientious is the conscious organizing. Several factors affect the employees' conscientious such as Job satisfaction and organizational commitment. The more satisfied the employees are, the more they will be conscious (Torabian, 2010).

Trying to Succeed: Those who try to succeed are highly motivated and work so hard to achieve their goals. Having work motivation and directing the healthy motivation are among the requirements of correct use of human resource. Self-control: by this trait we mean ability to start and continue the duties in order to complete them in spite of ennu and confusion.

Precaution in Decision-making: This trait is related to the tendency of people to think before acting since decision-making is so important in people's fate and perhaps making a wrong decision bring irreparable consequences for the person.

METHODS

The current study is of applied type in terms of objective and has a descriptive-survey nature. The statistical population of the study included all the employees of Imam Ali hospital in Zabol who were 550 persons. The sample was calculated as 225 employees using Morgan Table. The field data collection method was chosen for data collection among the several data collection methods. The instrument used for field data collection was the structured questionnaire whose validity was confirmed by the professors and reliability was confirmed Cronbach's alpha. The data analysis was done through statistical tests and SPSS.

RESULTS

Multiple Linear Regressions and the Main Hypothesis

Main hypothesis: The work ethics components has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

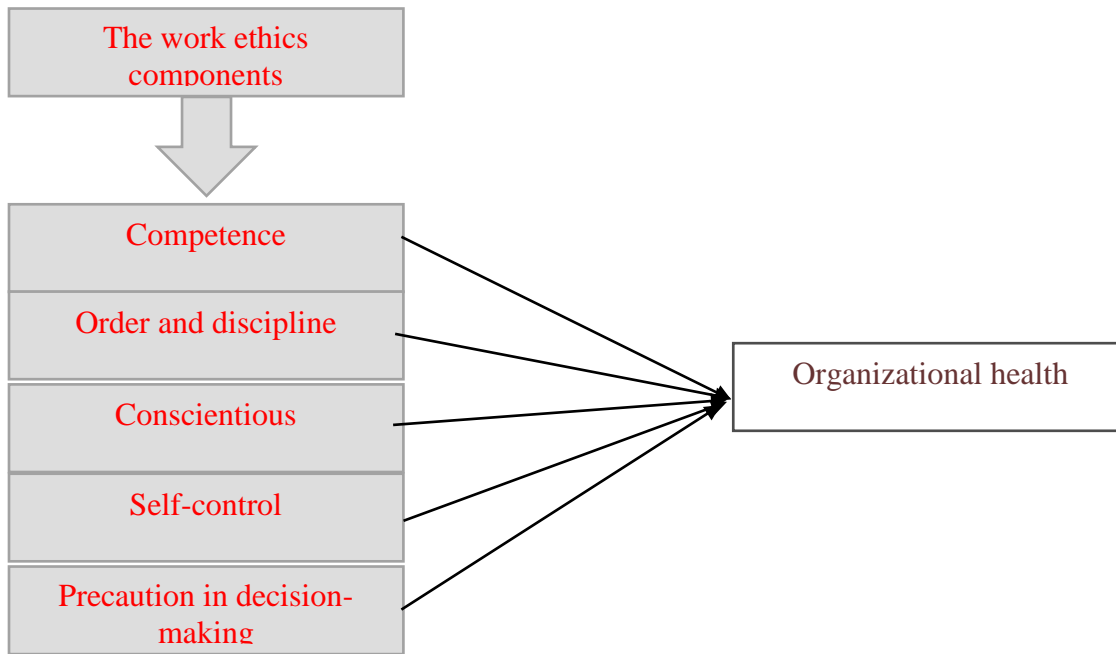


Fig: 1. the research model

H₀: The work ethics components hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: The work ethics components has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

Table: 1. A summary of the model in regression

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate
1	0.763	0.625	0.803	0.4375

Table- 1 shows a summary of the model. The correlation coefficient (R) between the variables is 0.763 which indicates that there is relatively strong correlation between the independent variables and the dependent variable (organizational health), however the Adjusted R Square value was 0.803 which indicates that 81.3% of the total changes in organizational health rates are related to the six mentioned independent variables. In other words, the independent variables will be able to estimate more than half of the variance in the dependent variables of organizational health.

Table: 2. Information on the model (ANOVA) fitness in the regression

Sig	F	Model
0.000	156.324	1

According to **Table- 2**, Regarding the significance of F test (156,324), in the error level of less than 0.01, it can be concluded that the regression model of research composed of six independent variables and the dependent variable (organizational health), is a proper model and the independent variables can estimate the changes in organizational health.

Linear Regression, Hypothesis Testing, and their Impact on the Dependent Variable

Hypothesis 1: competence has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: competence hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: competence has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "competence" independent variable on organizational health. The results are shown in **table- 3**.

Table: 3. Information on the linear regression of independent variable "competence"

Unstandardized Coefficients		Standardized Coefficients	t	Sig.	MODEL
B	Std. Error	Beta			
1.186	0.51		6.698	0.000	competence
541.	.045	5.72	10.187	.000	

Regarding the **Table- 3**, the t-value is lower than the error level of 0.05 and the competence variable with the regression coefficient 0.725 has a significant effect on organizational health.

Hypothesis 2: order and discipline has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: order and discipline hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: order and discipline has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "order and discipline" independent variable on organizational health. The results are shown in **table- 4**.

Table: 4. Information on the linear regression of independent variable "order and discipline"

Unstandardized Coefficients		Standardized Coefficients	t	Sig.	MODEL
B	Std. Error	Beta			
1.657	0.76		6.137	0.000	order and discipline
123.	.070	.487	1.564	.000	

Regarding the **Table- 4**, the t-value is lower than the error level of 0.05 and the order and discipline variable with the regression coefficient 0.487 has a significant effect on organizational health.

Hypothesis 3: Conscientious has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: Conscientious hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: Conscientious has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "Conscientious" independent variable on organizational health. The results are shown in **Table- 5**.

Table: 5. Information on the linear regression of independent variable "Conscientious"

Unstandardized Coefficients		Standardized Coefficients	t	Sig.	MODEL
B	Std. Error	Beta			
1.567	0.78		7.898	0.001	Conscientious
214.	18.0	759.	.2436	001.	

Regarding the **Table- 5**, the t-value is lower than the error level of 0.05 and the competence variable with the regression coefficient 0.759 has a significant effect on organizational health.

Hypothesis 4: self-control has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: self-control hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: self-control has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "self-control" independent variable on organizational health. The results are shown in **Table- 6**.

Table: 6. Information on the linear regression of independent variable "self-control"

Unstandardized Coefficients		Standardized Coefficients	t	Sig.	MODEL
B	Std. Error	Beta			
0.823	0.62		0.543	0.400	self-control
	87.0	18.0	67.0	1.392	

Regarding the **Table- 6**, the t-value isn't lower than the error level of 0.05 and the self-control variable hasn't a significant effect on organizational health.

Hypothesis 5: trying to succeed has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: trying to succeed hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: trying to succeed has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "trying to succeed" independent variable on organizational health. The results are shown in **Table- 7**.

Table: 7. Information on the linear regression of independent variable "trying to succeed"

Unstandardized Coefficients		Standardized Coefficients	T	Sig.	MODEL
B	Std. Error	Beta			
	0.045		0.0987	0.080	trying to succeed
.987	12.0	098.	0.0056	80.0	

Regarding the **Table- 7**, the t-value isn't lower than the error level of 0.05 and the trying to succeed variable hasn't a significant effect on organizational health.

Hypothesis 6: precaution in decision-making has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₀: precaution in decision-making hasn't positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

H₁: precaution in decision-making has positive and significant effect on organizational health of Imam Ali hospital staff in Zabol city.

The linear regression was used in order to evaluate the effects of "precaution in decision-making" independent variable on organizational health. The results are shown in **table- 8**.

Table:8. Information on the linear regression of independent variable "precaution in decision-making"

Unstandardized Coefficients		Standardized Coefficients	t	Sig.	MODEL
B	Std. Error	Beta			
1712	0.23		50609	0.000	precaution in decision-making
254.	017.	.581	7342.	.000	

Regarding the **Table- 5**, the t-value is lower than the error level of 0.05 and the precaution in decision-making variable with the regression coefficient 0.581 has a significant effect on organizational health.

CONCLUSION

The literature related to conscious have been concerned and studied from different aspects. For example, in theology, it has been a manifestation of faith, or in philosophy and psychology, it has been regarded as a theoretical concept dependent on the individual conscience, thoughts and feelings is people (safari, 2012). Work ethics and social discipline are among the important psychological, value, and normative factors affecting the productivity in social production. The higher the level of work ethics in man and society and the extent to which the social order rules in the society and people believe it, accept it, and follow it, the way for the increase and promotion of productivity is paved. Organizations also, in order to achieve a balance in relations between employees, customers and shareholders, consider the commitment to social responsibility both in values and in their results. Today, organizations are assumed as living entities that have an identity independent of their members in a way by this new identity they can affect the employee's behaviors. This character and identity can have organizational health or organizational disorders (Seyed Javadein et al, 2010). Therefore, it is expected that works ethics as a contextual and significant factor, affects organizational health. Based on this fact, the current study aimed to evaluate the work ethics components effect on organizational health. The results indicated that there is direct and significant relationship between work ethics and organizational health. On this basis, the results of the current study can be compared to the related literature.

The results of Mohammadi's work (2008) which aimed at evaluation of relationship between quality of working life and organizational health in Kurdistan province high school teachers from the perspective of teachers indicated that there is a positive and significant relationship between the working life quality and organizational health in the mentioned high schools. On this basis, the current study supports the "competence" as a component of work ethics studied in the research model.

CONCLUSION

Practical evaluation of the skilled members productivity by managers and hospital officials. Creating a culture of punctuality and task orientation by hospital administrators among all employees. Invisible monitoring of the performance of individuals and inclining them to proper models. Sufficient attention to proper planning before starting any task in all hospital activities processes

CONFLICT OF INTEREST

Authors declare no conflict of interest.

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