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THE SURVEY OF THE RELATIONSHIP BETWEEN THE ORGANIZATIONAL ETHICS AND HUMAN RESOURCE PRODUCTIVITY AMONG HORMOZGAN UNIVERSITY STAFF MEMBERS

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ABSTRACT

Organizational ethics includes the regulations, standards and the principles which set forth the instructions and the guidelines required for proper ethical behaviors and conscientiousness and truthfulness under particular organizational circumstances. The present study is an applied research of the descriptive-correlation type aims at the survey of the relationship between the organizational ethics and the human resources productivity among the staff members working in Hormozgan University. The study participants include 196 individuals of the Hormozgan University staff members selected based on a random method and they were asked to complete the organizational ethics and productivity questionnaires to gather the information required for the present study. The data were investigated by taking advantage of SPSS software and through making use of analytical regression tests and one-way variance analysis. The results indicated that organizational ethics is a statistically significant predictor of the productivity. The aspects of veneration and respect, job occupational conscientiousness and also the social courtesy dimension are all statistically significant predictors of productivity and they have been found to have a significant relationship therewith. However, there was found no significant relationship between the two variables of altruism and sportsmanship with Hormozgan University staff members' productivity. It is hoped that the present research plan can be effective and prosperous for excelling all of the organizational ethics aspects and consequently it can be followed with the enhancement in the human resources productivity.

INTRODUCTION

Ethics is defined as a system of values, beliefs, fundamental principles, dos and don'ts based on which the organization's being of a good or a bad nature can be determined and the proper deeds can be distinguished from the improper ones [1]. As put by Swenson and Wood (2004), organizational ethics include the regulations, standards and principles which provide for the instructions and guidelines required for ethically and conscientiously appropriate conducts and truthfulness, as well, under certain organizational conditions. In the discussions, the organizational ethics emerged in the west as a scientific territory in the second half of the twentieth century and it has attracted the attention of the various researchers in individual and organizational levels during the recent four decades and it has been frequently reminded of as an essential challenge in the face of the different organizations worldwide [2]. It is clear that observing the principles and methods of correctly fulfilling one's job brings about the conditions for the survival of every organization which is required to focus on and deploy productivity resulting strategies in the today's competitive world. Productivity is comprised of two terms including efficiency which means correctly accomplishing one's job and effectiveness which is interpreted as performing right things. A certain extent or threshold maybe not clearly definable for achieving productivity but what seems to be more important in this regard is reaching to the optimality point in carrying out the organizational tasks and assignments. There are many factors involved in enhancing the productivity in the organizations such as environmental factors including cultural, economical and social and occupational factors including the availability of the tools and instruments for modifying performances based on theoretical and objective standards and also job planning, individual factors such as values, beliefs and competencies, organizational factors such as staff participation, service compensation systems, accurate appointment and selection of the staff members, instructional programs, leadership styles and the organizational structure. Moreover, in order to enjoy a dynamic and developed future and in order to be able to economically withstand the highly competitive world of today, there is a need for an increase in the organizational productivity and making maximum exploitation of the minimum available facilities. Nowadays, the entire developed or developing countries have discerned the importance of productivity as one of the necessities regarding economical development and competitive superiority acquisition. Also, since the occupational ethics are considered as the most important cultural factor in economical development and because the human resources comprise the basic foundation of the nations' wealth the performances, the behaviors being of an ethical or unethical nature can cause the emergence of positive and negative outcomes in an organizational level [3]. According to what has been mentioned up to the present point, we are seeking to generally deal with the survey of the relationship between the organizational ethics and the human resources productivity and evaluate the relationship between the veneration and revere, occupational conscientiousness and dutifulness, social courtesies, altruism and sportsmanship aspects with the staff members productivity in Hormozgan University in the present study and finally we try to find answers to the questions proposed based on the same ideas.

Study hypotheses

Main Hypothesis: there is a relationship between the organizational ethics and the human resources productivity in Hormozgan University staff.

KEY WORDS

organizational ethics,
human resources
productivity

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Secondary hypotheses

1. There is a relationship between the respect and veneration aspects with Hormozgan University staff members' productivity.
2. There is a relationship between the occupational conscientiousness and dutifulness with Hormozgan University staff members' productivity.
3. There is a relationship between the social courtesies and Hormozgan University staff members' productivity.
4. There is a relationship between altruism and Hormozgan University staff members' productivity.
5. There is a relationship between sportsmanship and Hormozgan University staff members' productivity.

Study background

Organizational ethics

According to what has been asserted by Ahmadi.pur, (2009), organizational ethics is an intellectual process of discovering the decision-making related and behavioral options and then selecting the best possible choices by the entire array of the individuals involved. Nowadays, in analyzing the organizations' behaviors, dealing with the ethics and moral values is considered as a requirement. The organizations' external outlook is composed of the way they behave ethically which is per se a summative result of the variegated ethical values appeared and emerged in such organizations. Under the status quo of the affairs, non-adherence to some of the ethical standards has caused a great deal of concerns and worries in both the governmental and non-governmental sectors. The downfall of the behavioral scales in governmental sectors has made the researchers to be looking for subjective basics in this regard in order to be able to pave the way for a more appropriate executive path thereof. Thus, one of the most substantial problems to which the efficient managers have to cope with in various levels is the way the appropriate groundings should be created in order for the human factors working in all of the professions to be able to deal with the problems residing in their jobs and their immediate society with feeling perfect responsibility and commitment and comply with the ethical principles governing the issues in their occupations and professions. Organizational ethics have different aspects each of which has been found highly influential on the organizational performance consequences.

Organizational ethics aspects

Respect and veneration

Politeness and kindness are expressive of the way the individuals treat their peers, supervisors and organizational clients. The individuals who use politeness and sincerity in their way of treating the others are of a highly excellent citizenship behavior [4].

Dutifulness

Dutifulness is a voluntary behavior in line with making substantial contributions to the organization in which the employees move beyond their minimum occupational requirements needed in the fulfillment of what has been assigned to them (such as carrying out voluntary behaviors along with the main tasks, adhering to the organizational rules and regulations and non-wasting of the work time) [5].

Social courtesies

Civic virtues (social rites) include behaviors such as participation in the extra-ordinary and additional activities and that at occasions when it is not necessary at all, supporting the development and changes offered by the organizational managers and having reading tendencies for instance books, magazine and enhancing one's own general knowledge and caring for installing posters and announcements in the organizations in order to inform the others of the latest news [6]. Social rites are reflective of the behaviors which are indicative of the responsibly participation of the individual in the organizational activities and affairs and his giving value to the organization.

Altruism

According to Abasi .&Mohamadian.(2008), altruism is a voluntary behavior the main objective of which is helping the other individuals in the organization through taking organizational duties and relationships into consideration, such as voluntary helps aimed at the newcomers to the organization or less-sophisticated staff and also aiding the staff members who sometimes get too busy at work or those who are absent from work and other things of the like.

Sportsmanship

Sportsmanship or tolerability is the fourth aspect of the citizenship behavior which points to the patience in confrontation with the optimum and auspicious situations without complaining, dissidence and displeasure [7]. Sportsmanship is the tendency in the staff members for tolerating the situations in which they find less ideal conditions of interest to them without making any complaints [8].

Ergan (1988) after recounting such aspects points out that all fivefold aspect of organizational citizenship behavior might not emerge simultaneously, for instance the individuals who have been found to be enjoying a high level of dutifulness may not be always altruists and devoted or some of these aspects for example altruism and dutifulness may be used as tactics for exerting pressure on the organizational managers that is to say the employees try to influence the organizational managers' decision making trend through exercising such characteristics to gain promotion or acquire rewards. Under such states, the organizational employees turn into something more of good actors rather than being good soldiers serving the organization [9].

Productivity

Svensson Goran, Greg (2004) considers the increase in the staff management productivity among the factors in which the organizational behavior has been justified to contribute to the organizational success. Productivity is a term which refers to the maximization of taking advantage of the resources, human resources, facilities and so forth in a practical manner, reducing the production costs, expansion of the markets, enhancing employment and trying to increase the real wages and improvement in the life standards in such a way it is proved helpful to the organization (The national organization of productivity, 2000).

Human resources productivity

Maximizing the human resources deployment in a practical manner for the purpose of lowering the costs and increasing the staff members, managers and consumers' satisfaction should be taken to mean the maximum benefiting from the human resources with the objective of moving in line with the accomplishment of the organizational goals through spending the lowest amount of time and the minimum possible expenditures [10]. Nudhi introduces the factors effective on the human force productivity as "managers and employees' continuous vocational instruction, enhancing motivation among the staff members to work better and more, creation of appropriate grounds auspicious for innovation and creativity in the managers and the employees, establishment of a proper payment system based on performance, setting up a system for punishment and reward, elevating conscientiousness, corroborating the organizational sovereignty and domineering of the organizational policies in fulfilling the affairs and tasks and cost- and time-saving.

A review of the prior studies

Hunigton (2009), in his study, evaluated the relationship between the organizational culture, organizational citizenship behavior and organizational function among 146 individuals of the employees working in television program broadcasting in Uganda. The results obtained in his study indicated that there is no significant relationship between the organizational culture and the organizational citizenship behavior, but the relationship between the organizational citizenship behavior and the organizational performance was found to be statistically significant.

Fatman (2007) in his studies entitled "the survey of the relationship between the organizational atmosphere (the human principles governing the organization) and managers' productivity" through taking advantage of a statistical regression method found out that the organizational climate (the human principles governing the organization) in which decision making is a centralized process and the employees' behaviors are subject to numerous rules and procedures, productivity, job satisfaction and creativity are reduced considerably and negative attitudes heighten regarding the work groups.

Tasdighi and Ansari (2011) dealt with the survey of the organizational citizenship behavior propositions in the employees. The results obtained there in indicated that all of the organizational citizenship behavior aspects except altruism were in an intermediate level in the staff members. The sportsmanship rate differed considerably among the employees according to the type of the tasks and duties. Also, a direct relationship was found between the citizenship behavior components except sportsmanship.

Ahmadi.pur, M.(2009)in a study investigated the quality of the occupational life effect as an intra-organizational factor on the employees' productivity and the results of the study signified the presence of a direct and significant relationship between the quality of the occupational life and the employees' productivity and this latter relationship has been confirmed via correlation tests between the quality of vocational life indices and productivity.

MATERIALS AND METHODS

The present study is an applied research in terms of its objective and it is enumerated among the descriptive-correlation studies from the perspective of the nature of the data collection methods. It is noteworthy that the independent variable is "organizational ethics" and the dependent variable is "human resources productivity".

Study population, specimen and sampling method

The current study population includes 400 individuals of Hormozgan University employees. To specify the study sample volume we have made use of Morgan's table and a total sum of 196 questionnaires was administered to the study sample volume. The current study takes advantage of a randomized sampling method appropriate to the study sample volume.

Information collection method

Among the most common methods of levying the information required for the current study which is a descriptive research based on field study branch is questionnaire.

Study instrument

The present study instrument has been the organizational ethics questionnaire [11] and productivity questionnaire.

Organizational ethics questionnaire contained 3 demographical questions (job status, service historical records and education level) and there were also 19 other questions pertaining to the independent variable (organizational ethics) in which each of the factors included three questions which have been scored based on Likert's scale. To ensure the questionnaire's validity after the questionnaire was compiled, there was taken advantage of the attitudes and guidance acquired from a group of ten professors and experts in the science of management and sports management science and finally the questionnaire validity was confirmed by the group. The questionnaire reliability was also obtained by making use of retest methods (30 questionnaires were distributed by the researcher) and it was found to be 0.723 by taking advantage of Cronbach's alpha method.

Human workforce productivity questionnaire has been offered by Hersey and Goldsmith based on Achio's model in 1980. The questionnaire contains 26 questions and it is scored based on Likert's scale which deals with the survey of the 7 aspects of productivity including ability, comprehension and recognition, organizational support, motivation, feedback, prestige and consistency. The researcher-constructed questionnaire's reliability and validity have been confirmed by Taheri (2011) based on Cronbach's alpha method which has been obtained as being equal to 0.80 and it is indicative of the idea that the questionnaire enjoys a high level of confidence. In the present study the reliability has been obtained through the use of retest method and based on Cronbach's alpha method and a value equal to 0.947 was acquired.

Information analysis

In the current study, the information collected from the questionnaire was firstly codified by taking advantage of the most common instruments and statistical techniques existing in SPSS software and then the data were analyzed by making use of regression, descriptive statistics, mean, variance, standard deviation, inferential statistics in which there was made use of Pierson correlation tests and regression analysis tests.

RESULTS

Descriptive statistics

The study participants were 196 individuals from Hormozgan University employees. The questionnaires were evaluated after summing the scores based on regression and correlation tests. Based on the present study findings regarding the descriptive statistics, 100 individuals (51%) were female and 96 individuals (49%) were male and the study participants age was reported with the highest frequency rate belonging to the age ranging from 30 to 40 with for 81 individuals (41.3%) and the lowest frequency rate went to the age above 50 years of age with 27 individuals (13.8%). 74 individuals (37.8%) of the study respondents had MA degrees and 3 individuals (1.5%) had PhD degrees.

In the following section it has been dealt with the reminding of the point that the independent variable is required to follow a normal distribution in order to carry out the regression tests. The two prerequisite conditions needed in accepting the normality of the variable are skew ness and kurtosis which are needed to be in a range from 2 to -2 in order for the data to approach normal distribution. The results of the normality tests in the present study for the entire array of the independent variables showcase that the skew ness ad kurtosis coefficients have been found to be in a range from 2 to -2 and it can be stated that the data follow a near normal distribution and the implementation of the regression analysis process will not come up with high error values.

Inferential statistics

In this section of the study we deal with the survey if the study hypotheses by taking advantage of the data extracted from the aforementioned questionnaires.

Hypothesis 1: there is a relationship between the organizational ethics and the productivity in Hormozgan University employees

Table 4.2.1: The summary of the regression analysis results pertaining to the relationship between the organizational ethics and productivity

Coefficient R	Determination coefficient (R ²)	Adjusted regression	Standard error	DW
0.161a	0.026	0.021	22.524	1.303

The above [Table 4.2.1] is indicative of the regression correlation coefficient of $r=0.161$ and the determination coefficient of $R^2=0.026$ between the two variables of organizational ethics, as the predictor variable, and productivity, as the dependent variable, and it turns out that the predictor variable has been able to account for 2.6% of the dependent variable variations, that is productivity.

Table 4.2.2: One-way variance analysis and the regression analysis results pertaining to the relationship between the organizational ethics and productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	2624.825	1	2624.825	5.174	0.024
Residues	98425.599	194	507.384		
Total	101050.42	195			

The above [Table 4.2.2] is demonstrative of the results of the one-way variance analysis and it has been found to be statistically significant in $P<0.01$ level with $F=5.174$ and $\alpha=0.001$. Thus the obtained relation is suggestive of the nest possible linear composition between the organizational ethics and productivity.

Table 4.2.3: β Coefficient and t-value and the significance level regarding the organizational ethics and productivity

Source	Non-standardized coefficient		Standardized coefficient	t	Significance level
	Regression coefficient (β)	Standard error	B		
Fixed	47.333	18.700		2.531	0.012
Organizational ethics	0.707	0.311	0.161	2.275	0.024

As it is observed in the above [Table 4.2.3], the organizational ethics significantly predicts productivity in such a manner that it has been found to be a positive predictor of productivity in a significance level of $\alpha=0.024$ (lower than $p=0.05$) with $\beta=0.161$ and $t=2.285$. Thus, according to the presence of a relationship and that be a linear one and based on the t-value calculated herein, it can be stated that the first study hypothesis is confirmed.

Hypothesis 2: there is relationship between respect and veneration with Hormozgan University employees' productivity

Table 4.2.4: The summary of the regression analysis results pertaining to the relationship between the respect and veneration aspects with productivity

Coefficient R	Determination coefficient (R ²)	Adjusted regression	Standard error	DW
0.272	0.074	0.069	21.963	1.331

The above [Table 4.2.4] is indicative of regression correlation coefficient of $r=0.272$ and the determination coefficient of $R^2=0.074$ between the two variables of respect and veneration, as predictor variable, and productivity, as dependent variable and the results show that the predictor variable accounts for 7.4% of the productivity variations.

Table 4.2.5: One-way variance analysis and the regression analysis results pertaining to the relationship between aspects of respect and veneration with productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	7468.907	1	7468.907	15.483	0.001

Residues	93581.517	194	482.379		
Total	101050.42	195			

The above [Table 4.2.5] is illustrative of the one-way variance analysis results which indicate that the relationship is statistically significant in $P < 0.01$ level with $F = 15.483$ and $\alpha = 0.001$. Thus the relationship obtained is the best possible linear composition that can be acquired regarding the relationship between the aspects of respect and veneration with productivity which is assumed as the dependent variable in the present study.

Table 4.2.6: β and t coefficients and significance level pertaining to the relationship between respect and veneration with productivity

Source	Non-standardized coefficient		Standardized coefficient	t	Significance level
	Regression coefficient (β)	Standard error	B		
Fixed	48.292	10.642		4.538	0.000
Respect and veneration aspects	3.829	0.973	0.272	3.935	0.001

As it is observed in the above [Table 4.2.6] the aspects of respect and veneration statistically significantly predict the productivity. In a way that they have been found to be positive predictors of productivity in a significance level of $\alpha = 0.001$ (lower than $P = 0.01$) with $\beta = 0.272$ and $t = 3.935$. Thus, according to the presence of a relation and that be a linear one and based on the calculated Beta, it can be said that the second study hypothesis is confirmed.

Hypothesis 3: There is a relationship between the job conscientiousness and dutifulness with the productivity in Hormozgan University employees

Table 4.2.7: The summary of the regression analysis results pertaining to the aspects of job conscientiousness and dutifulness with productivity

Coefficient R	Determination coefficient (R^2)	Adjusted regression	Standard error	DW
0.216	0.047	0.042	22.282	1.310

The above [Table 4.2.7] is reflective of the regression correlation coefficient results with $r = 0.216$ and determination coefficient $R^2 = 0.047$ between the two aspects of job conscientiousness and dutifulness, as the predictor variables and productivity, as the dependent variable, and it turns out that the predictor variable can account for 4.7% of the dependent variable, that is productivity.

Table 4.2.8: One-way variance analysis and regression analysis results pertaining to the relationship between the aspects of job conscientiousness and dutifulness with productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	4728.566	1	4728.566	9.524	0.002
Residues	96321.857	194	496.504		
Total	101050.42	195			

Based on the above [Table 4.2.8], the results of the one-way variance analysis indicated that the relationship has been found to be statistically significant in $P < 0.01$ significance level with $F = 9.524$ and $\alpha = 0.001$, thus the relationship obtained herein is reflective of the best possible linear composition of the relationship between job conscientiousness and dutifulness with productivity.

Table 4.2.9: β , t -value and significance level pertaining to the relationship between job conscientiousness and dutifulness with productivity

Source	Non-standardized coefficient		Standardized coefficient	t	Significance level
	Regression coefficient (β)	Standard error	β		
Fixed	50.028	12.957		3.861	0.000
job conscientiousness and dutifulness	2.926	0.948	0.216	3.086	0.002

As it is clear from the above [Table 4.2.9], the job conscientiousness and dutifulness aspects are significant predictors of the productivity in such a manner that they have been found to be positive predictors of productivity in $\alpha=0.002$ significance level (lower than $P=0.01$) with $\beta=0.216$ and $t=3.086$. Thus, according to the presence of a relationship and that be a linear one and based on the calculated Beta the study third hypothesis is confirmed.

Hypothesis 4: There is a relationship between the social courtesies and productivity in Hormozgan University employees

Table 4.2.10: The summary of the regression analysis results pertaining to the relationship between the social courtesies and productivity

Coefficient R	Determination coefficient (R2)	Adjusted regression	Standard error	DW
0.152a	0.023	0.018	22.557	1.335

The above [Table 4.2.10] is indicative of the regression correlation coefficient of $r=0.152$ and determination coefficient of $R^2=0.023$ in the relationship between the social courtesies, as the predictor variable, and productivity, as the dependent variable and the immediate result coming out of the above table is that the predictor variable can account for 2.3% of the dependent variable, productivity.

Table 4.2.11: One-way variance analysis and the regression analysis results pertaining to the relationship between the social courtesies and productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	2341.562	1	2341.562	4.602	0.033
Residues	98708.862	194	508.809		
Total	101050.42	195			

Based on the above [Table 4.2.11], the results of the one-way variance analysis indicated that the relationship residing between the two abovementioned variables is statistically significant in $P<0.05$ significance level with $F=4.602$ and $\alpha=0.033$, thus the relationship obtained is the best possible linear composition extant between the social courtesies aspects and the dependent variable, productivity.

Table 4.2.12: β and t-value and the significance level pertaining to the relationship between the social courtesies aspects and the productivity

Source	Non-standardized coefficient		Standardized coefficient	t	Significance level
	Regression coefficient (β)	Standard error	β		
Fixed	112.311	10.658		10.53	0.000
Social courtesies	-2.827	1.318	-0.152	-2.145	0.033

As it is observed in the above [Table 4.2.12], the social courtesies aspect is a significant predictor of the productivity in such a manner that it has been found to be a negative predictor of productivity in a significance level of $\alpha=0.033$ (lower than $P=0.05$) with $\beta=-0.152$ and $t=-2.145$., thus according to the existence of a relationship and that be a linear one and the Beta obtained here, it can be stated that the study fourth hypothesis is confirmed.

Hypothesis 5: There is a relationship between the altruism and productivity in Hormozgan University employees

Table 4.2.13: The summary of the regression analysis results pertaining to the relationship between altruism and productivity

Coefficient R	Determination coefficient (R2)	Adjusted regression	Standard error	DW
0.045	0.002	-0.003	22.799	1.319

The above [Table 4.2.13] is indicative of the regression correlation coefficients of $r=0.045$ and the determination coefficient of $R^2=0.002$ for the relationship present between altruism as the predictor

variable and productivity as the dependent variable and the main result of such analyses is suggestive that the predictor variable can account for 0.02% of the dependent variable, productivity, variations.

Table 4.2.14: One-way variance analysis and regression analysis results pertaining to the relationship between altruism and productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	207.439	1	207.439	0.399	0.528
Residues	100842.98	194	519.809		
Total	101050.42	195			

Regarding the one-way variance analysis results, the above table shows that the relationship is not statistically significant in $P < 0.05$ significance level with $F = 0.399$ and $\alpha = 0.528$ and the relationship obtained herein is not a linear combination between the altruism aspect and dependent variable, productivity.

Table 4.2.15: β , t-value and the significance level pertaining to the relationship between altruism and productivity

Source	Non-standardized coefficient		Standardized coefficient	t	Significance level
	Regression coefficient (β)	Standard error	β		
Fixed	80.728	14.310		5.641	0.000
Altruism	0.486	0.770	0.045	0.632	0.528

As it is observed in the above [Table 4.2.15], altruism aspects are in an insignificant relationship with productivity in such a manner that the relationship has been found to be statistically insignificant in $\alpha = 0.528$ significance level (higher than $P = 0.05$) with $\beta = 0.045$ and $t = 5.641$ and it cannot be considered as a productivity predictor and thus the fifth hypothesis is rejected, accordingly.

Hypothesis 6: There is a relationship between sportsmanship and productivity in Hormozgan University employees

Table 4.2.16: The summary of the regression analysis results pertaining to sportsmanship and productivity

Coefficient R	Determination coefficient (R ²)	Adjusted regression	Standard error	DW
0.005	0.000	-0.005	22.822	1.323

The above [Table 4.2.16] is indicative of the regression correlation coefficient of $r = 0.005$ and the determination coefficient of $R^2 = 0.000$ between the two variables of sportsmanship as the predictor variable and productivity as the dependent variable. And the immediate result obtained there in is suggestive of the idea that the predictor variable has been able to account for 0.0% of the dependent variable, productivity, variations.

Table 4.2.17: One-way variance analysis and regression analysis results pertaining to the relationship between sportsmanship and productivity

Variation source	Sum of squares	Degree of freedom	Mean squares	F	Significance level
Regression	2.477	1	2.477	0.005	0.945
Residues	101047.94	194	520.866		
Total	101050.42	195			

The results of the one-way variance analysis in the above table indicated that the relationship between the two above mentioned variables is not statistically significant in $P < 0.05$ significance level with $F = 0.005$ and $\alpha = 0.945$, thus the relationship obtained herein is not a linear combination between the sportsmanship and dependent variable, productivity.

Table 4.2.18: β , t coefficients and significance level pertaining to the relationship between sportsmanship and productivity

Source	Non-standardized coefficient	Standardized coefficient	t	Significance level

	Regression coefficient (β)	Standard error	β		
Fixed	89.224	7.215		12.36	0.000
Sportsmanship	0.038	0.545	0.005	0.069	0.945

As it is observed in the above [Table 4.2.18], sportsmanship has been found to be in a statistically insignificant relationship with productivity in such a manner that it has been found to be statistically insignificantly associated with productivity in the significance level of $\alpha=0.945$ (higher than $P=0.05$) with $\beta=0.005$ and $t=12.367$ and therefore it cannot be a predictor of the productivity and this latter hypothesis is consequently rejected.

CONCLUSION

As it was mentioned previously, the current study aims at the survey of the relationship between the organizational ethics and the human resources productivity in Hormozgan University employees. The following section deals with the elucidation of the study hypotheses.

In elaborating on the first hypothesis proposed in the current study it is noteworthy that according to the one-way variance analysis and the regression analysis results pertaining to the relationship between the organizational ethics and productivity and also based on the obtained β coefficients and t-values and the significance level related to these two variables there was found a significant relationship between the two aforementioned variables and the first hypothesis was subsequently confirmed.

It is worth mentioning that the results obtained herein are consistent with the results obtained in the studies undertaken by Chang Chen Lin (2010) and Hanigton (2009). That is because it is well established that the ethical weakness negatively influences the organizational performance. When the organizational behavior is found to be ethically weak, the performance costs rise up overtly and covertly. Such expenditures can be identified within various areas of the organization such as the low level of productivity, organizational dynamicity slowness, lack of transparency and organizational communicative disruptions.

And, as regarding the second study hypothesis, the one-way variance analysis and regression analysis results and also Beta coefficients and t-values calculated here and the significance level, as well, indicated that there is a statistically significant relationship between the respect and veneration aspects with productivity and the second hypothesis has to be consequently considered as confirmed.

The results obtained herein are corresponding to the results obtained in the researches performed by Hanigton (2009) and Buntalo et al (2009). Proper organizational ethics and morality positively and considerably influence the organization's activities and outcomes which bring about a condition for the improvement in the productivity and organizational dynamicity and communications and reduction of the risks. One reason behind such an incident is that ethics turn into something more of a logical inference which provide for information flow increase and it provides for an additional system of the eyes and antennas for receiving organizational feedbacks in order for the organization to gain a full understanding of how it has been performing and functioning at any single point in the course of time.

The results related to the third study hypothesis test by taking advantage of one-way variance analysis tests, regression analysis tests and also the results obtained from Beta coefficient and t-value calculations and the significance level, as well, are all suggestive of the presence of a significant relationship between the job conscientiousness and dutifulness with productivity and thus the third hypothesis is confirmed consequently.

The results obtained for the study third hypothesis conform to the results obtained by Wright et al (2008), because the highly ethical organizations act as barriers to the unhealthy behaviors and they act as catalysts to the excellent and sublimite inferences and performances. Another reason related to the current theme of the study claims that it is only through the pure human nature and highly superior ethics that the higher levels of innovation, teamwork and unprecedented processes can be achieved which will finally result in sustainable competitive advantage.

In testing the fourth hypothesis theorized in the current study, the statistical results of the tests reported the existence of a relationship between the two variables of social courtesies and productivity and the hypothesis was therefore confirmed.

The results obtained in the current study are consistent with the results obtained in the study carried out by Fatman (2007). The adherence to the proper accomplishment principles and method of the job have been frequently highlighted as contributing factors to the organizations' survival and it is also underlined that in competitive environments the organizations are required to concentrate on and appropriately implement productivity measures.

The tests results and the aforementioned values and rates in the fifth hypothesis proposed by the present study were not reflective of the presence of a relationship between the altruism aspects and productivity and this brought about a condition for rejecting the fifth hypothesis.

The results attained in the current study regarding the fifth hypothesis test are corresponding to the results obtained by Gholipur et al (2008). The work ethics are the most important cultural factor in economical development and the human resources are the fundamental basis of the nations' wealth and also it comes as a striking point that the behaviors and performances being of an ethical or immoral nature can bring about situations in which negative or positive outcomes would emerge in an organizational level.

In the end, regarding the last study hypothesis, it has to be stated that the hypothesis was rejected based on the test results and as a result of the lack of the existence of a significant relationship between the two variables of sportsmanship and productivity.

The results obtained in the current study regarding the last study hypothesis conform to the results obtained by Abbasi and Muhammadiyan (2006). Khodadad Hosseini et al (2010) dealt with the survey of the employees' organizational citizenship behavior level. Their results indicated that the entire array of the organizational citizenship behavior aspects except the altruism were in a higher than intermediate level in the staff members. The sportsmanship level in the staff members enjoyed a significant difference depending on the type of the tasks and duties they had been assigned with. Also, there was a direct relationship between the organizational citizenship behavior components and indicators except sportsmanship component. In the today's world, a great majority of the staff members are willing to have staff which work well beyond the tasks and duties specified in their job descriptions. They are looking for staff members who move beyond what they are supposedly expected to and they are willingly tend to demonstrate and exhibit behaviors which are not part of their formal job duties.

Finally, it is hoped that the findings obtained in the current study can be effective on the enhancement of the entire aspects of the organizational behavior and consequently the human resources productivity in all of the institutions. In the meantime, the organizations can take advantage of effective strategies to affect the staff performance and organizational productivity positively, including benefiting from the solutions such as constant employees' efficiency and effectiveness valuation based on the way they perform, reviewing and thus revising the methods of behaving with and treating the personnel as the main sources of providing service in the organizations, gratifying the competent and active individuals in whatever the way deemed appropriate, providing for the conditions in which creativity and innovation would emerge and the staff members' vocational promotion plans and other things of the like which can be helpful in this regard.

CONFLICT OF INTEREST

There is no conflict of interest.

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FINANCIAL DISCLOSURE

None

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